

Frequencies Tuntutan Pekerjaan

Statistics

		X1.1	X1.2	X1.3	X1.4
N	Valid	100	100	100	100
	Missing	0	0	0	0
Mean		3.70	3.79	3.69	3.76
Median		4.00	4.00	4.00	4.00
Mode		4	4	4	4
Std. Deviation		.870	.808	.895	.842

X1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.0	1.0	1.0
	Tidak Setuju	9	9.0	9.0	10.0
	Netral	24	24.0	24.0	34.0
	Setuju	51	51.0	51.0	85.0
	Sangat Setuju	15	15.0	15.0	100.0
Total		100	100.0	100.0	

X1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	5	5.0	5.0	5.0
	Netral	30	30.0	30.0	35.0
	Setuju	46	46.0	46.0	81.0
	Sangat Setuju	19	19.0	19.0	100.0
Total		100	100.0	100.0	

X1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.0	1.0	1.0
	Tidak Setuju	10	10.0	10.0	11.0
	Netral	24	24.0	24.0	35.0
	Setuju	49	49.0	49.0	84.0
	Sangat Setuju	16	16.0	16.0	100.0
Total		100	100.0	100.0	

X1.4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	8	8.0	8.0	8.0
	Netral	26	26.0	26.0	34.0
	Setuju	48	48.0	48.0	82.0
	Sangat Setuju	18	18.0	18.0	100.0
	Total		100	100.0	100.0

Frequencies Konflik Pekerjaan

		Statistics		
		X2.1	X2.2	X2.3
N	Valid	100	100	100
	Missing	0	0	0
Mean		3.83	3.95	3.66
Median		4.00	4.00	4.00
Mode		4	4	4
Std. Deviation		.985	1.038	.913

Frequency Table

		X2.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	15	15.0	15.0	15.0
	Netral	13	13.0	13.0	28.0
	Setuju	46	46.0	46.0	74.0
	Sangat Setuju	26	26.0	26.0	100.0
	Total	100	100.0	100.0	

		X2.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Sangat Tidak Setuju	1	1.0	1.0	1.0
	Tidak Setuju	14	14.0	14.0	15.0
	Netral	8	8.0	8.0	23.0
	Setuju	43	43.0	43.0	66.0
	Sangat Setuju	34	34.0	34.0	100.0
Total	100	100.0	100.0		

		X2.3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	15	15.0	15.0	15.0
	Netral	19	19.0	19.0	34.0
	Setuju	51	51.0	51.0	85.0
	Sangat Setuju	15	15.0	15.0	100.0
	Total	100	100.0	100.0	

Frequencies Stres Kerja

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6
N	Valid	100	100	100	100	100	100
	Missing	0	0	0	0	0	0
Mean		3.84	3.89	3.58	3.71	3.75	3.88
Median		4.00	4.00	4.00	4.00	4.00	4.00
Mode		4	4	4	4	4	4
Std. Deviation		.884	.994	.831	.820	.925	.913

Frequency Table

Y1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	10	10.0	10.0	10.0
	Netral	18	18.0	18.0	28.0
	Setuju	50	50.0	50.0	78.0
	Sangat Setuju	22	22.0	22.0	100.0
	Total	100	100.0	100.0	

Y1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	14	14.0	14.0	14.0
	Netral	13	13.0	13.0	27.0
	Setuju	43	43.0	43.0	70.0
	Sangat Setuju	30	30.0	30.0	100.0
	Total	100	100.0	100.0	

Y1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	13	13.0	13.0	13.0
	Netral	25	25.0	25.0	38.0
	Setuju	53	53.0	53.0	91.0
	Sangat Setuju	9	9.0	9.0	100.0
	Total	100	100.0	100.0	

Y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	11	11.0	11.0	11.0
Netral	19	19.0	19.0	30.0
Setuju	58	58.0	58.0	88.0
Sangat Setuju	12	12.0	12.0	100.0
Total	100	100.0	100.0	

Y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	14	14.0	14.0	14.0
Netral	16	16.0	16.0	30.0
Setuju	51	51.0	51.0	81.0
Sangat Setuju	19	19.0	19.0	100.0
Total	100	100.0	100.0	

Y1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	11	11.0	11.0	11.0
Netral	15	15.0	15.0	26.0
Setuju	49	49.0	49.0	75.0
Sangat Setuju	25	25.0	25.0	100.0
Total	100	100.0	100.0	

Frequencies Turnover Intention

		Statistics				
		Y2.1	Y2.2	Y2.3	Y2.4	Y2.5
N	Valid	100	100	100	100	100
	Missing	0	0	0	0	0
Mean		3.81	3.85	3.76	4.17	3.89
Median		4.00	4.00	4.00	5.00	4.00
Mode		4	4	4	5	4
Std. Deviation		.929	.833	.922	1.006	.815

Frequency Table

Y2.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	12	12.0	12.0	12.0
	Netral	18	18.0	18.0	30.0
	Setuju	47	47.0	47.0	77.0
	Sangat Setuju	23	23.0	23.0	100.0
	Total	100	100.0	100.0	

Y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	7	7.0	7.0	7.0
	Netral	22	22.0	22.0	29.0
	Setuju	50	50.0	50.0	79.0
	Sangat Setuju	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

Y2.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Tidak Setuju	12	12.0	12.0	12.0
	Netral	21	21.0	21.0	33.0
	Setuju	46	46.0	46.0	79.0
	Sangat Setuju	21	21.0	21.0	100.0
	Total	100	100.0	100.0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	9	9.0	9.0	9.0
Netral	16	16.0	16.0	25.0
Setuju	24	24.0	24.0	49.0
Sangat Setuju	51	51.0	51.0	100.0
Total	100	100.0	100.0	

Y2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Tidak Setuju	5	5.0	5.0	5.0
Netral	24	24.0	24.0	29.0
Setuju	48	48.0	48.0	77.0
Sangat Setuju	23	23.0	23.0	100.0
Total	100	100.0	100.0	

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.722
Bartlett's Test of Sphericity	Approx. Chi-Square
	436.754
	df
	6
	Sig.
	.000

Communalities

	Initial	Extraction
X1.1	1.000	.819
X1.2	1.000	.822
X1.3	1.000	.859
X1.4	1.000	.828

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
X1.1	.905
X1.2	.906
X1.3	.927
X1.4	.910

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.669
Bartlett's Test of Sphericity	Approx. Chi-Square
	159.353
	df
	3
	Sig.
	.000

Communalities

	Initial	Extraction
X2.1	1.000	.878
X2.2	1.000	.794
X2.3	1.000	.690

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
X2.1	.937
X2.2	.891
X2.3	.830

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

7Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.836
Bartlett's Test of Sphericity	Approx. Chi-Square	547.510
	df	15
	Sig.	.000

Communalities

	Initial	Extraction
Y1.1	1.000	.805
Y1.2	1.000	.790
Y1.3	1.000	.607
Y1.4	1.000	.793
Y1.5	1.000	.795
Y1.6	1.000	.662

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y1.1	.897
Y1.2	.889
Y1.3	.779
Y1.4	.890
Y1.5	.892
Y1.6	.814

Extraction Method:
Principal Component
Analysis.
a. 1 components
extracted.

Factor Analysis

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.846
Bartlett's Test of Sphericity	Approx. Chi-Square
	370.291
	df
	10
	Sig.
	.000

Communalities

	Initial	Extraction
Y2.1	1.000	.825
Y2.2	1.000	.706
Y2.3	1.000	.703
Y2.4	1.000	.839
Y2.5	1.000	.666

Extraction Method: Principal
Component Analysis.

Component Matrix^a

	Component
	1
Y2.1	.908
Y2.2	.840
Y2.3	.839
Y2.4	.916
Y2.5	.816

Extraction Method:
Principal Component
Analysis.

a. 1 components
extracted.

Reliability

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.932	4

Item Statistics

	Mean	Std. Deviation	N
X1.1	3.70	.870	100
X1.2	3.79	.808	100
X1.3	3.69	.895	100
X1.4	3.76	.842	100

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	11.24	5.538	.834	.914
X1.2	11.15	5.826	.830	.916
X1.3	11.25	5.321	.869	.902
X1.4	11.18	5.664	.833	.914

Reliability

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.864	3

Item Statistics

	Mean	Std. Deviation	N
X2.1	3.83	.985	100
X2.2	3.95	1.038	100
X2.3	3.66	.913	100

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	7.61	2.968	.841	.712
X2.2	7.49	3.020	.747	.806
X2.3	7.78	3.688	.649	.889

Reliability

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.929	6

Item Statistics

	Mean	Std. Deviation	N
Y1.1	3.84	.884	100
Y1.2	3.89	.994	100
Y1.3	3.58	.831	100
Y1.4	3.71	.820	100
Y1.5	3.75	.925	100
Y1.6	3.88	.913	100

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	18.81	14.883	.838	.911
Y1.2	18.76	14.144	.836	.911
Y1.3	19.07	16.086	.691	.929
Y1.4	18.94	15.370	.830	.912
Y1.5	18.90	14.576	.842	.910
Y1.6	18.77	15.290	.736	.924

Reliability

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.915	5

Item Statistics

	Mean	Std. Deviation	N
Y2.1	3.81	.929	100
Y2.2	3.85	.833	100
Y2.3	3.76	.922	100
Y2.4	4.17	1.006	100
Y2.5	3.89	.815	100

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	15.67	9.516	.849	.882
Y2.2	15.63	10.498	.750	.903
Y2.3	15.72	10.022	.748	.903
Y2.4	15.31	9.044	.857	.880
Y2.5	15.59	10.729	.721	.908

NPar Tests

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^{a,b}	Mean	.1499986
	Std. Deviation	1.29133645
Most Extreme Differences	Absolute	.081
	Positive	.081
	Negative	-.063
Test Statistic		.081
Asymp. Sig. (2-tailed)		.108 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	Tuntutan pekerjaan	.289	3.464
	Konflik pekerjaan keluarga	.449	2.228
	Stres kerja	.273	3.666

a. Dependent Variable: Turnover intention

Regression (Heteroskedastisitas)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan ^b		Enter

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

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.234 ^a	.055	.025	.99192

- a. Predictors: (Constant), Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.472	3	1.824	1.854	.143 ^b
	Residual	94.454	96	.984		
	Total	99.926	99			

- a. Dependent Variable: abs_res
b. Predictors: (Constant), Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.570	.523		3.001	.003
	Tuntutan pekerjaan	.080	.060	.248	1.341	.183
	Konflik pekerjaan keluarga	-.088	.057	-.229	-1.543	.126
	Stres kerja	-.041	.041	-.190	-1.000	.320

- a. Dependent Variable: abs_res

Regression (Model 1)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Konflik pekerjaan keluarga, Tuntutan pekerjaan ^b		Enter

a. Dependent Variable: Stres kerja

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.853 ^a	.727	.722	2.440

a. Predictors: (Constant), Konflik pekerjaan keluarga, Tuntutan pekerjaan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1539.392	2	769.696	129.314	.000 ^b
	Residual	577.358	97	5.952		
	Total	2116.750	99			

a. Dependent Variable: Stres kerja

b. Predictors: (Constant), Konflik pekerjaan keluarga, Tuntutan pekerjaan

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.944	1.252		2.351	.021
	Tuntutan pekerjaan	.951	.110	.641	8.636	.000
	Konflik pekerjaan keluarga	.481	.132	.271	3.652	.000

a. Dependent Variable: Stres kerja

Regression (Model 2)

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan ^b	.	Enter

a. Dependent Variable: Turnover intention

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.943 ^a	.889	.886	1.320

a. Predictors: (Constant), Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1341.623	3	447.208	256.559	.000 ^b
	Residual	167.337	96	1.743		
	Total	1508.960	99			

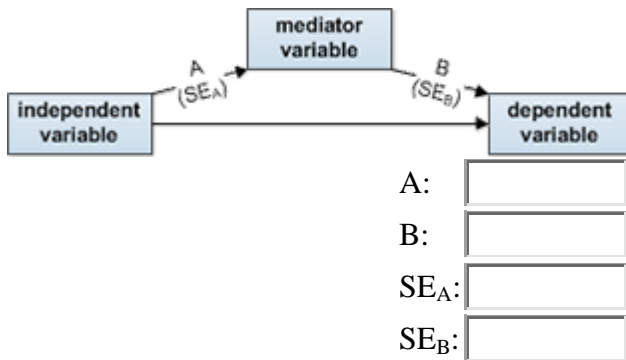
a. Dependent Variable: Turnover intention

b. Predictors: (Constant), Stres kerja, Konflik pekerjaan keluarga, Tuntutan pekerjaan

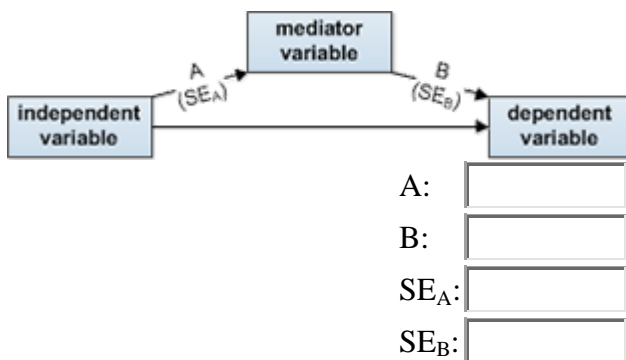
Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.575	.697		.825	.411
	Tuntutan pekerjaan	.548	.079	.438	6.918	.000
	Konflik pekerjaan keluarga	.219	.076	.146	2.882	.005
	Stres kerja	.362	.055	.429	6.597	.000

a. Dependent Variable: Turnover intention



Sobel test statistic: 4.66833920
 One-tailed probability: 0.00000152
 Two-tailed probability: 0.00000304



Sobel test statistic: 1.98540835
 One-tailed probability: 0.02354953
 Two-tailed probability: 0.04709906