

LAMPIRAN 1 KUESIONER

LAMPIRAN

Kepada Yth :
Bapak / Ibu / Saudara
Ditempat

Turnover Intention

PERNYATAAN	STS	TS	N	S	SS
1. Beban kerja yang berlebihan dapat menimbulkan rasa bosan/jenuh					
Jelaskan dan berikan contoh:.....					
2. Saya akan mencari pekerjaan lain karena pekerjaan ini sangat berat bagi saya diusia muda.					
Jelaskan dan berikan contoh:.....					
3. Saya akan mencari pekerjaan yang lebih baik lagi, sesuai dengan jenjang pendidikan saya.					
Jelaskan dan berikan contoh:.....					

Komitmen Afektif

PERNYATAAN	STS	TS	N	S	SS
1. Saya merasa senang untuk menghabiskan karir saya di organisasi ini.					
Jelaskan dan berikan contoh:.....					
2. Saya mempunyai ikatan emosi dengan organisasi ini					
Jelaskan dan berikan contoh:.....					
3. Saya tidak pernah merasa menjadi bagian					

dari keluarga pada organisasi ini					
Jelaskan dan berikan contoh:.....					
.....					

Employee Empowerment

PERNYATAAN	STS	TS	N	S	SS
1. Saya diberi kesempatan untuk mengidentifikasi permasalahan yang sedang berkembang berkaitan dengan pekerjaan					
Jelaskan dan berikan contoh:.....					
.....					
2. Saya diberikan kesempatan sebagai karyawan untuk berpartisipasi dalam pembuatan kebijakan berkaitan dengan pekerjaan					
Jelaskan dan berikan contoh:.....					
.....					
3. Pimpinan Saya menggali ide dan saran dari karyawan dalam melaksanakan briefing					
Jelaskan dan berikan contoh:.....					
.....					
4. Saya ikut menjaga komunikasi terbuka untuk menciptakan saling memahami antara karyawan dan manajemen					
Jelaskan dan berikan contoh:.....					
.....					

Kepuasan Kerja

PERNYATAAN	STS	TS	N	S	SS
1. Saya percaya gaji yang saya terima setara dengan jumlah pekerjaan yang saya lakukan					
Jelaskan dan berikan contoh:.....					
2. Saya memiliki kesempatan untuk mengerjakan pekerjaan dengan "cara" saya sendiri					
Jelaskan dan berikan contoh:.....					
3. Kedekatan rekan-rekan kerja saya cukup dekat antara yang satu dengan yang lainnya.					
Jelaskan dan berikan contoh:.....					

LAMPIRAN 2 TABULASI DATA

x1.1	x1.2	x1.3	x1.4	x1.5	x1.6	x1	x21	x22	x23	x24	x25	x2	y1.1	y1.2	y1.3	y1	y2.1	y2.2	y2.3	y2
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Lampiran Rumus LTO

$$\text{Labour Turnover} = \frac{\sum(\text{kar. keluar} - \text{kar. diterima})}{\bar{x} \text{ karyawan}} \times 100\%$$

Bulan	Σ kar. awal	Jumlah kar.		Jumlah akhir kar. (Σ kar. awal - Σ kar. yang hilang)	\bar{x} Kar. (Σ kar. awal - Σ kar. akhir : 2)	Tingkat LTO (%)
		Diterima	Keluar			$\frac{\text{kar. keluar} - \text{kar. diterima}}{\bar{x} \text{ karyawan}}$
September	227	5	9	223	225	$\frac{9 - 5}{225} \times 100\% = 1,78\%$
Oktober	223	3	5	221	222	$\frac{5 - 3}{222} \times 100\% = 0,90\%$
Nopember	221	3	7	217	219	$\frac{7 - 4}{217} \times 100\% = 1,83\%$
Desember	217	5	10	212	214,5	$\frac{10 - 5}{212} \times 100\% = 2,33\%$

LAMPIRAN 3 HASIL OLAH DATA

Frequencies

Statistics

		x21	x22	x23	x24	x25
N	Valid	153	153	153	153	153
	Missing	0	0	0	0	0
Mean		3.85	4.23	3.95	4.25	4.18

Frequency Table

x21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	3.9	3.9	3.9
	3	35	22.9	22.9	26.8
	4	88	57.5	57.5	84.3
	5	24	15.7	15.7	100.0
	Total	153	100.0	100.0	

x22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	3.3	3.3	3.3
	3	19	12.4	12.4	15.7
	4	65	42.5	42.5	58.2
	5	64	41.8	41.8	100.0
	Total	153	100.0	100.0	

x23

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	4.6	4.6	4.6
3	7	4.6	4.6	9.2
Valid 4	126	82.4	82.4	91.5
5	13	8.5	8.5	100.0
Total	153	100.0	100.0	

x24

	Frequency	Percent	Valid Percent	Cumulative Percent
3	25	16.3	16.3	16.3
Valid 4	64	41.8	41.8	58.2
5	64	41.8	41.8	100.0
Total	153	100.0	100.0	

x25

	Frequency	Percent	Valid Percent	Cumulative Percent
3	14	9.2	9.2	9.2
Valid 4	97	63.4	63.4	72.5
5	42	27.5	27.5	100.0
Total	153	100.0	100.0	

FREQUENCIES VARIABLES=y1.1 y1.2 y1.3
 /STATISTICS=MEAN
 /ORDER=ANALYSIS.

Frequencies

		Statistics		
		y1.1	y1.2	y1.3
N	Valid	153	153	153
	Missing	0	0	0
Mean		3.75	4.11	3.61

Frequency Table

		y1.1			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	80	52.3	52.3	52.3
	4	31	20.3	20.3	72.5
	5	42	27.5	27.5	100.0
	Total	153	100.0	100.0	

		y1.2			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	53	34.6	34.6	34.6
	4	30	19.6	19.6	54.2
	5	70	45.8	45.8	100.0
	Total	153	100.0	100.0	

		y1.3			
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	102	66.7	66.7	66.7
	4	9	5.9	5.9	72.5

5	42	27.5	27.5	100.0
Total	153	100.0	100.0	

FREQUENCIES VARIABLES=y2.1 y2.2 y2.3
 /STATISTICS=MEAN
 /ORDER=ANALYSIS.

Frequencies

		y2.1	y2.2	y2.3
N	Valid	153	153	153
	Missing	0	0	0
Mean		3.97	3.90	3.98

Frequency Table

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	57	37.3	37.3	37.3
	4	43	28.1	28.1	65.4
	5	53	34.6	34.6	100.0
	Total	153	100.0	100.0	

y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	57	37.3	37.3	37.3
4	54	35.3	35.3	72.5
5	42	27.5	27.5	100.0
Total	153	100.0	100.0	

y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 3	67	43.8	43.8	43.8
4	22	14.4	14.4	58.2
5	64	41.8	41.8	100.0
Total	153	100.0	100.0	

FREQUENCIES VARIABLES=JK Usia Pendidikan
/ORDER=ANALYSIS.

Frequencies

[DataSet2] E:\tabulasi amel.sav

Statistics

		JK	Usia	Pendidikan
N	Valid	153	153	153
	Missing	0	0	0

Frequency Table

JK

	Frequency	Percent	Valid Percent	Cumulative Percent
LAKI-LAKI	107	69.9	69.9	69.9
Valid perempuan	46	30.1	30.1	100.0
Total	153	100.0	100.0	

Usia

	Frequency	Percent	Valid Percent	Cumulative Percent
26-30 TAHUN	37	24.2	24.2	24.2
31-35 tahun	35	22.9	22.9	47.1
Valid 36-40 tahun	31	20.3	20.3	67.3
> 40 tahun	50	32.7	32.7	100.0
Total	153	100.0	100.0	

DATASET ACTIVATE DataSet2.
 DATASET CLOSE DataSet1.
 FREQUENCIES VARIABLES=Pendidikan
 /ORDER=ANALYSIS.

Frequencies

Statistics

Pendidikan

N	Valid	153
	Missing	0

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
SMP	12	7.8	7.8	7.8
SMA	54	35.3	35.3	43.1
Valid DIPLOMA	66	43.1	43.1	86.3
SARJANA	21	13.7	13.7	100.0
Total	153	100.0	100.0	

DATASET ACTIVATE DataSet1.

HASIL REGRESI LINIER BERGANDA

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	KK, EE ^b	.	Enter

a. Dependent Variable: KA

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.736 ^a	.541	.535	1.559

a. Predictors: (Constant), KK, EE

b. Dependent Variable: KA

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	429.725	2	214.862	88.447	.000 ^b
	Residual	364.393	150	2.429		
	Total	794.118	152			

a. Dependent Variable: KA

b. Predictors: (Constant), KK, EE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-2.207	1.073		-2.057	.041

EE	.498	.057	.615	8.709	.000
KK	.148	.060	.174	2.468	.015

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	EE	.614	1.628
	KK	.614	1.628

a. Dependent Variable: KA

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA COLLIN TOL
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT TI
/METHOD=ENTER EE KK KA
/SAVE RESID.

```

Regression**Variables Entered/Removed^a**

Model	Variables Entered	Variables Removed	Method
1	KA, KK, EE ^b	.	Enter

a. Dependent Variable: TI

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.861 ^a	.742	.737	1.283

a. Predictors: (Constant), KA, KK, EE

b. Dependent Variable: TI

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	705.431	3	235.144	142.770	.000 ^b
	Residual	245.405	149	1.647		
	Total	950.837	152			

a. Dependent Variable: TI

b. Predictors: (Constant), KA, KK, EE

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.053	.896		31.314	.000
	EE	-.409	.058	-.462	-7.082	.000
	KK	-.156	.050	-.168	-3.096	.002
	KA	-.371	.067	-.339	-5.520	.000

Coefficients^a

Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	EE	.408	2.452
	KK	.590	1.694
	KA	.459	2.179

a. Dependent Variable: TI

NPAR TESTS

/K-S(NORMAL)=RES_1 RES_2

/MISSING ANALYSIS.

NPar Tests**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual	Unstandardized Residual
N		153	153
Normal Parameters ^{a,b}	Mean	.0000000	.0000000
	Std. Deviation	1.54832870	1.27063292
	Absolute	.106	.085
Most Extreme Differences	Positive	.106	.085
	Negative	-.084	-.062
Test Statistic		.106	.085
Asymp. Sig. (2-tailed)		.220 ^c	.220 ^c

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

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Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	y1, x2, x1 ^b	.	Enter

a. Dependent Variable: y2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.861 ^a	.742	.737	1.283

a. Predictors: (Constant), y1, x2, x1

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	705.431	3	235.144	142.770	.000 ^b
	Residual	245.405	149	1.647		
	Total	950.837	152			

a. Dependent Variable: y2

b. Predictors: (Constant), y1, x2, x1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	24.053	.896		26.849	.000
	x1	-.409	.058	-.462	-7.082	.000
	x2	-.156	.050	-.168	-3.096	.002
	y1	-.371	.067	-.339	-5.520	.000

a. Dependent Variable: y2

```
FREQUENCIES VARIABLES=y2.1 y2.2 y2.3
/STATISTICS=MEAN
/ORDER=ANALYSIS.
```

Frequencies

Statistics

		y2.1	y2.2	y2.3
N	Valid	153	153	153
	Missing	0	0	0
Mean		2.56	2.40	2.90

Frequency Table**y2.1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	67	43.8	43.8	43.8
	3	86	56.2	56.2	100.0
	Total	153	100.0	100.0	

y2.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	56	36.6	36.6	36.6
	2	33	21.6	21.6	58.2
	3	11	7.2	7.2	65.4
	4	53	34.6	34.6	100.0
	Total	153	100.0	100.0	

y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2	58	37.9	37.9	37.9
3	53	34.6	34.6	72.5
4	42	27.5	27.5	100.0
Total	153	100.0	100.0	

Scale: ALL VARIABLES

RELIABILITAS

Case Processing Summary

		N	%
Cases	Valid	153	100.0
	Excluded ^a	0	.0
	Total	153	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.788	7

RELIABILITY

```

/VARIABLES=x21 x22 x23 x24 x25 x2
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA
/SUMMARY=TOTAL.

```

Reliability

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	153	100.0
	Excluded ^a	0	.0
	Total	153	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.804	6

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	153	100.0
	Excluded ^a	0	.0
	Total	153	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.851	4

Scale: ALL VARIABLES**Case Processing Summary**

		N	%
Cases	Valid	153	100.0
	Excluded ^a	0	.0
	Total	153	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.881	4

Correlations

		y2.1	y2.2	y2.3	y2
y2.1	Pearson Correlation	1	.845**	.838**	.885**
	Sig. (2-tailed)		.000	.000	.000
	N	153	153	153	153
y2.2	Pearson Correlation	.845**	1	.925**	.969**
	Sig. (2-tailed)	.000		.000	.000
	N	153	153	153	153
y2.3	Pearson Correlation	.838**	.925**	1	.954**
	Sig. (2-tailed)	.000	.000		.000

	N	153	153	153	153
	Pearson Correlation	.885**	.969**	.954**	1
y2	Sig. (2-tailed)	.000	.000	.000	
	N	153	153	153	153

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

Correlations

		y1.1	y1.2	y1.3	y1
y1.1	Pearson Correlation	1	.567**	.920**	.934**
	Sig. (2-tailed)		.000	.000	.000
	N	153	153	153	153
y1.2	Pearson Correlation	.567**	1	.386**	.649**
	Sig. (2-tailed)	.000		.000	.000
	N	153	153	153	153
y1.3	Pearson Correlation	.920**	.386**	1	.831**
	Sig. (2-tailed)	.000	.000		.000
	N	153	153	153	153
y1	Pearson Correlation	.934**	.649**	.831**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	153	153	153	153

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

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	-.044	.570		-.077	.939
	x1	.042	.037	.144	1.138	.265
	x2	.038	.032	.125	1.194	.364
	y1	-.058	.043	-.162	-1.357	.264

a. Dependent Variable: res2

Statistics

		x21	x22	x23
N	Valid	153	153	153
	Missing	0	0	0
Mean		3.85	4.23	3.95

x21

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	3.9	3.9	3.9
	3	35	22.9	22.9	26.8
	4	88	57.5	57.5	84.3
	5	24	15.7	15.7	100.0
	Total	153	100.0	100.0	

x22

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	5	3.3	3.3	3.3
	3	19	12.4	12.4	15.7
	4	65	42.5	42.5	58.2
	5	64	41.8	41.8	100.0
	Total	153	100.0	100.0	

x23

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	4.6	4.6	4.6
	3	7	4.6	4.6	9.2
	4	126	82.4	82.4	91.5
	5	13	8.5	8.5	100.0
	Total	153	100.0	100.0	

Statistics

		x1.1	x1.2	x1.3	x1.4
N	Valid	153	153	153	153
	Missing	0	0	0	0
Mean		3.65	3.61	3.49	3.58

x1.1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	16	10.5	10.5	10.5
	3	33	21.6	21.6	32.0
	4	92	60.1	60.1	92.2
	5	12	7.8	7.8	100.0
	Total	153	100.0	100.0	

x1.2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	3.9	3.9	3.9
	3	47	30.7	30.7	34.6
	4	100	65.4	65.4	100.0
	Total	153	100.0	100.0	

x1.3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	1.3	1.3	1.3
	3	74	48.4	48.4	49.7
	4	77	50.3	50.3	100.0
	Total	153	100.0	100.0	

x1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	.7	.7	.7
Valid 3	63	41.2	41.2	41.8
4	89	58.2	58.2	100.0
Total	153	100.0	100.0	