

LAMPIRAN

Lampiran 1. Kuesioner Penelitian**KUESIONER PENELITIAN****PENGARUH KEPUASAN KERJA, PERSON-ORGANIZATION FIT DAN
KOMPENSASI TERHADAP TURNOVER INTENTION KARYAWAN**

Hal : Permohonan Pengisian Quesioner
Lampiran : 1 (satu) bendel

Yth. Bapak/Ibu Responden
CV. Saprotan Utama

Dengan Hormat,

Bersama dengan surat ini, saya yang bertanda tangan dibawah ini :

Nama : Gita Ayu Gayatri
NIM : 30401511747
Fak. / Jur. : Ekonomi Manajemen

Saya bermaksud untuk meminta kesediaan Bapak/Ibu untuk mengisi kuesioner ini. Kuesioner ini berguna untuk mengumpulkan data dalam pengujian skripsi berjudul “ Pengaruh Kepuasan Kerja, Person-Organization Fit dan Job Burnout terhadap *Turnover Intention* Karyawan (Studi Kasus pada Karyawan Bagian Produksi CV Saprotan Utama Mranggen Demak”. Kerahasiaan identitas saudara dalam hal ini akan dijamin, sehingga tidak akan ada yang dipersalahkan gunakan dalam hal ini. Hasil dari penelitian ini dapat menjadi masukan bagi kita semua kearah yang lebih baik. Oleh karena itu supaya diisi dengan benar sesuai keadaan yang anda alami.

Demikian surat permohonan ini, atas kerjasama dan bantuan yang diberikan saya mengucapkan terimakasih.

Hormat Saya,

Gita Ayu Gayatri

| |
|------|
| NO : |
|------|

PROFIL RESPONDEN

Isi dan lengkapilah data identitas responden sebelum mengisi kuesioner.

Nama :

Umur :

Jenis Kelamin : a. Pria
b. Wanita

Pendidikan Terakhir : a. SD
b. SMP
c. SMA/Sederajat
d. D3
e. S1
f. S2

A. PETUNJUK PENGISIAN KUESIONER

Pilih jawaban dari pertanyaan yang menurut Anda paling sesuai dengan keadaan diri Anda dengan memberikan tanda Centang (√) pada kolom yang sudah disediakan. Keterangan jawaban sebagai berikut :

SS : Sangat Setuju

S : Setuju

KS : Kurang Setuju

TS : Tidak Setuju

STS : Sangat Tidak Setuju

B. PENDAPAT RESPONDEN

Berikan tanda Centang (√) pada kolom yang sudah disediakan.

TURNOVER INTENTION

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya sudah tidak tahan dengan situasi di tempat kerja | | | | | |
| 2 | Mendapatkan kesempatan yang jauh lebih baik untuk bekerja ditempat lain | | | | | |
| 3 | Saya tidak mendapatkan hak yang sesuai | | | | | |
| 4 | Berniat untuk tetap dalam profesi saya sambil menunggu keputusan yang lebih baik pada akhir tahun ini | | | | | |

Menurut Saudara/I, bagaimana cara untuk mengurangi turnover intention?

KEPUASAN KERJA

| No | Pertanyaan | STS | TS | CS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya akan mendapatkan reward/bonus ketika mencapai suatu hasil kinerja yang di targetkan. | | | | | |
| 2 | Saya merasa sangat nyaman dengan kondisi lingkungan kerja saya sekarang | | | | | |
| 3 | Saya adan karyawan lainnya mempunyai kesempatan yang sama dalam pengembangan karir | | | | | |

| | | | | | | |
|---|---|--|--|--|--|--|
| 4 | Pekerjaan di perusahaan ini sesuai dengan keterampilan saya | | | | | |
| 5 | Atasan memberikan perintah sesuai dengan pekerjaan dan kemampuan saya | | | | | |

Menurut Saudara/I, bagaimana cara untuk meningkatkan kepuasan kerja karyawan?

JOB BURNOUT

| No | Pertanyaan | STS | TS | KS | S | SS |
|----|---|-----|----|----|---|----|
| 1 | Saya menjadi tidak berperasaan terhadap orang sejak saya melakukan pekerjaan ini | | | | | |
| 2 | Khawatir pekerjaan ini akan menjadikan emosional lebih keras | | | | | |
| 3 | Menjadi sangat tidak peduli terhadap orang yang memerlukan bantuan | | | | | |
| 4 | Merasa sangat lemas dan tidak bertenaga | | | | | |
| 5 | Merasa terlalu lelah di akhir kerja | | | | | |
| 6 | Bekerjasama dengan orang lain secara langsung menambah tekanan terlalu banyak pada diri | | | | | |

Menurut Saudara/I lingkungan kerja seperti apa yang anda harapkan agar meningkatkan kinerja?

PERSON-ORGANIZATION FIT

| No | Pertanyaan | STS | TS | KS | S | SS |
|-----------|---|------------|-----------|-----------|----------|-----------|
| 1 | Saya merasa kesesuaian nilai intrinsik antara karyawan dengan organisasi berjalan dengan baik | | | | | |
| 2 | Antara karyawan dengan rekan kerja dan pemimpin telah sesuai | | | | | |
| 3 | Kebutuhan karyawan dan kekuatan yang terdapat dalam lingkungan kerja saling berkesinambungan | | | | | |
| | | | | | | |

Menurut Saudara/I nilai-nilai individu yang seperti apakah yang di harapkan karyawan?

Lampiran 2. Deskriptif Responden

Variabel X1

| Descriptive Statistics | | | | | |
|------------------------|----|---------|---------|-------|----------------|
| | N | Minimum | Maximum | Mean | Std. Deviation |
| x1.1 | 77 | 1 | 5 | 2,29 | ,871 |
| x1.2 | 77 | 1 | 4 | 2,09 | ,830 |
| x1.3 | 77 | 1 | 4 | 2,01 | ,786 |
| x1.4 | 77 | 1 | 4 | 2,25 | ,861 |
| x1.5 | 77 | 1 | 4 | 1,79 | ,784 |
| x1 | 77 | 5 | 20 | 10,43 | 3,515 |
| Valid N (listwise) | 77 | | | | |

| x1.1 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 10 | 13,0 | 13,0 | 13,0 |
| | TS | 45 | 58,4 | 58,4 | 71,4 |
| | CS | 13 | 16,9 | 16,9 | 88,3 |
| | S | 8 | 10,4 | 10,4 | 98,7 |
| | SS | 1 | 1,3 | 1,3 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

| x1.2 | | | | | |
|-------|-------|-----------|---------|---------------|--------------------|
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
| Valid | STS | 17 | 22,1 | 22,1 | 22,1 |
| | TS | 42 | 54,5 | 54,5 | 76,6 |
| | CS | 12 | 15,6 | 15,6 | 92,2 |
| | S | 6 | 7,8 | 7,8 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS | 18 | 23,4 | 23,4 | 23,4 |
| | TS | 45 | 58,4 | 58,4 | 81,8 |
| | CS | 9 | 11,7 | 11,7 | 93,5 |
| | S | 5 | 6,5 | 6,5 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS | 14 | 18,2 | 18,2 | 18,2 |
| | TS | 37 | 48,1 | 48,1 | 66,2 |
| | CS | 19 | 24,7 | 24,7 | 90,9 |
| | S | 7 | 9,1 | 9,1 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | STS | 31 | 40,3 | 40,3 | 40,3 |
| | TS | 33 | 42,9 | 42,9 | 83,1 |
| | CS | 11 | 14,3 | 14,3 | 97,4 |
| | S | 2 | 2,6 | 2,6 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

Variabel X2

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|------|----------------|
| x2.1 | 77 | 1 | 3 | 1,87 | ,676 |
| x2.2 | 77 | 1 | 4 | 2,00 | ,743 |
| x2.3 | 77 | 1 | 4 | 1,77 | ,686 |
| x2 | 77 | 3 | 9 | 5,64 | 1,784 |
| Valid N (listwise) | 77 | | | | |

x2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 23 | 29,9 | 29,9 | 29,9 |
| | TS | 41 | 53,2 | 53,2 | 83,1 |
| | CS | 13 | 16,9 | 16,9 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 20 | 26,0 | 26,0 | 26,0 |
| | TS | 38 | 49,4 | 49,4 | 75,3 |
| | CS | 18 | 23,4 | 23,4 | 98,7 |
| | S | 1 | 1,3 | 1,3 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | STS | 28 | 36,4 | 36,4 | 36,4 |
| | TS | 40 | 51,9 | 51,9 | 88,3 |
| | CS | 8 | 10,4 | 10,4 | 98,7 |
| | S | 1 | 1,3 | 1,3 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

Variabel X3

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|-------|----------------|
| x3.1 | 77 | 2 | 5 | 4,06 | ,767 |
| x3.2 | 77 | 2 | 5 | 4,06 | ,732 |
| x3.3 | 77 | 3 | 5 | 4,27 | ,662 |
| x3.4 | 77 | 2 | 5 | 4,10 | ,754 |
| x3.5 | 77 | 2 | 5 | 4,16 | ,670 |
| x3.6 | 77 | 2 | 5 | 4,14 | ,899 |
| x3 | 77 | 14 | 30 | 24,81 | 3,602 |
| Valid N (listwise) | 77 | | | | |

x3.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2,6 | 2,6 | 2,6 |
| | CS | 14 | 18,2 | 18,2 | 20,8 |
| | S | 38 | 49,4 | 49,4 | 70,1 |
| | SS | 23 | 29,9 | 29,9 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x3.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 1 | 1,3 | 1,3 | 1,3 |
| | CS | 15 | 19,5 | 19,5 | 20,8 |
| | S | 39 | 50,6 | 50,6 | 71,4 |
| | SS | 22 | 28,6 | 28,6 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x3.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | CS | 9 | 11,7 | 11,7 | 11,7 |
| | S | 38 | 49,4 | 49,4 | 61,0 |
| | SS | 30 | 39,0 | 39,0 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x3.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 1 | 1,3 | 1,3 | 1,3 |
| | CS | 15 | 19,5 | 19,5 | 20,8 |
| | S | 36 | 46,8 | 46,8 | 67,5 |
| | SS | 25 | 32,5 | 32,5 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x3.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 1 | 1,3 | 1,3 | 1,3 |
| | CS | 9 | 11,7 | 11,7 | 13,0 |
| | S | 44 | 57,1 | 57,1 | 70,1 |
| | SS | 23 | 29,9 | 29,9 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

x3.6

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 5,2 | 5,2 | 5,2 |
| | CS | 14 | 18,2 | 18,2 | 23,4 |
| | S | 26 | 33,8 | 33,8 | 57,1 |
| | SS | 33 | 42,9 | 42,9 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

Variabel Y1

Descriptive Statistics

| | N | Minimum | Maximum | Mean | Std. Deviation |
|--------------------|----|---------|---------|-------|----------------|
| y1.1 | 77 | 2 | 5 | 3,87 | ,801 |
| y1.2 | 77 | 2 | 5 | 4,13 | ,801 |
| y1.3 | 77 | 2 | 5 | 4,12 | ,888 |
| y1.4 | 77 | 2 | 5 | 4,06 | ,833 |
| y1.5 | 77 | 2 | 5 | 3,82 | ,942 |
| y1 | 77 | 13 | 25 | 20,00 | 3,543 |
| Valid N (listwise) | 77 | | | | |

y1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 4 | 5,2 | 5,2 | 5,2 |
| | CS | 18 | 23,4 | 23,4 | 28,6 |
| | S | 39 | 50,6 | 50,6 | 79,2 |
| | SS | 16 | 20,8 | 20,8 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

y1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2,6 | 2,6 | 2,6 |
| | CS | 14 | 18,2 | 18,2 | 20,8 |
| | S | 33 | 42,9 | 42,9 | 63,6 |
| | SS | 28 | 36,4 | 36,4 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

y1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | TS | 2 | 2,6 | 2,6 | 2,6 |
| | CS | 20 | 26,0 | 26,0 | 28,6 |
| | S | 22 | 28,6 | 28,6 | 57,1 |
| | SS | 33 | 42,9 | 42,9 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

y1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 2 | 2,6 | 2,6 | 2,6 |
| | CS | 18 | 23,4 | 23,4 | 26,0 |
| | S | 30 | 39,0 | 39,0 | 64,9 |
| | SS | 27 | 35,1 | 35,1 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

y1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| Valid | TS | 8 | 10,4 | 10,4 | 10,4 |
| | CS | 18 | 23,4 | 23,4 | 33,8 |
| | S | 31 | 40,3 | 40,3 | 74,0 |
| | SS | 20 | 26,0 | 26,0 | 100,0 |
| | Total | 77 | 100,0 | 100,0 | |

Lampiran 3. Hasil Validitas dan Reabilitas

Correlations

| | | Kepuasan kerja |
|----------------|---------------------|----------------|
| x1.1 | Pearson Correlation | .832** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x1.2 | Pearson Correlation | .834** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x1.3 | Pearson Correlation | .912** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x1.4 | Pearson Correlation | .874** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x1.5 | Pearson Correlation | .802** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| Kepuasan kerja | Pearson Correlation | 1 |
| | N | 77 |

** . Correlation is significant at the 0.01 level

Correlations

Correlations

| | | Person-Organization Fit |
|-------------------------|---------------------|-------------------------|
| x2.1 | Pearson Correlation | .834** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x2.2 | Pearson Correlation | .863** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x2.3 | Pearson Correlation | .843** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| Person-Organization Fit | Pearson Correlation | 1 |
| | N | 77 |

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

Correlations

Correlations

| | | Job Burnout |
|-------------|---------------------|-------------|
| x3.1 | Pearson Correlation | .857** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x3.2 | Pearson Correlation | .819** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x3.3 | Pearson Correlation | .823** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x3.4 | Pearson Correlation | .754** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x3.5 | Pearson Correlation | .798** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| x3.6 | Pearson Correlation | .777** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| Job Burnout | Pearson Correlation | 1 |
| | N | 77 |

** . Correlation is significant at the 0.01 level

Correlations

| | | Turnover Intention |
|--------------------|---------------------|--------------------|
| y1.1 | Pearson Correlation | .812** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| y1.2 | Pearson Correlation | .854** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| y1.3 | Pearson Correlation | .874** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| y1.4 | Pearson Correlation | .794** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| y1.5 | Pearson Correlation | .820** |
| | Sig. (2-tailed) | .000 |
| | N | 77 |
| Turnover Intention | Pearson Correlation | 1 |
| | N | 77 |

** . Correlation is significant at the 0.01 level

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 77 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 77 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .904 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| x1.1 | 2.29 | .871 | 77 |
| x1.2 | 2.09 | .830 | 77 |
| x1.3 | 2.01 | .786 | 77 |
| x1.4 | 2.25 | .861 | 77 |
| x1.5 | 1.79 | .784 | 77 |

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 | 8.14 | 8.019 | .724 | .891 |
| x1.2 | 8.34 | 8.174 | .735 | .888 |
| x1.3 | 8.42 | 7.930 | .859 | .862 |
| x1.4 | 8.18 | 7.809 | .791 | .876 |
| x1.5 | 8.64 | 8.550 | .696 | .896 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 10.43 | 12.353 | 3.515 | 5 |

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 77 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 77 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .802 | 3 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| x2.1 | 1.87 | .676 | 77 |
| x2.2 | 2.00 | .743 | 77 |
| x2.3 | 1.77 | .686 | 77 |

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 | 3.77 | 1.629 | .636 | .743 |
| x2.2 | 3.64 | 1.445 | .663 | .716 |
| x2.3 | 3.87 | 1.588 | .649 | .729 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|------|----------|----------------|------------|
| 5.64 | 3.182 | 1.784 | 3 |

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 77 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 77 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .887 | 6 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| x3.1 | 4.06 | .767 | 77 |
| x3.2 | 4.06 | .732 | 77 |
| x3.3 | 4.27 | .662 | 77 |
| x3.4 | 4.10 | .754 | 77 |
| x3.5 | 4.16 | .670 | 77 |
| x3.6 | 4.14 | .899 | 77 |

Item-Total Statistics

| | Scale Mean if Item Deleted | Scale Variance if Item Deleted | Corrected Item-Total Correlation | Cronbach's Alpha if Item Deleted |
|------|----------------------------|--------------------------------|----------------------------------|----------------------------------|
| x3.1 | 20.74 | 8.826 | .782 | .854 |
| x3.2 | 20.74 | 9.195 | .731 | .862 |
| x3.3 | 20.53 | 9.489 | .748 | .862 |
| x3.4 | 20.70 | 9.449 | .638 | .877 |
| x3.5 | 20.65 | 9.573 | .712 | .866 |
| x3.6 | 20.66 | 8.753 | .642 | .882 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 24.81 | 12.975 | 3.602 | 6 |

Reliability

Case Processing Summary

| | | N | % |
|-------|-----------------------|----|-------|
| Cases | Valid | 77 | 100.0 |
| | Excluded ^a | 0 | .0 |
| | Total | 77 | 100.0 |

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

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| .886 | 5 |

Item Statistics

| | Mean | Std. Deviation | N |
|------|------|----------------|----|
| y1.1 | 3.87 | .801 | 77 |
| y1.2 | 4.13 | .801 | 77 |
| y1.3 | 4.12 | .888 | 77 |
| y1.4 | 4.06 | .833 | 77 |
| y1.5 | 3.82 | .942 | 77 |

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 | 16.13 | 8.588 | .708 | .866 |
| y1.2 | 15.87 | 8.351 | .770 | .853 |
| y1.3 | 15.88 | 7.841 | .789 | .847 |
| y1.4 | 15.94 | 8.562 | .677 | .873 |
| y1.5 | 16.18 | 7.967 | .695 | .871 |

Scale Statistics

| Mean | Variance | Std. Deviation | N of Items |
|-------|----------|----------------|------------|
| 20.00 | 12.553 | 3.543 | 5 |

Lampiran 4. Hasil Uji Regresi

Regression

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|--|-------------------|--------|
| 1 | Job Burnout, Kepuasan kerja, Person-Organizational Fit | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Turnover Intention

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .792 ^a | .627 | .612 | 2.207 |

a. Predictors: (Constant), Job Burnout, Kepuasan kerja, Person-Organization Fit

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 598.400 | 3 | 199.467 | 40.948 | .000 ^a |
| | Residual | 355.600 | 73 | 4.871 | | |
| | Total | 954.000 | 76 | | | |

a. Predictors: (Constant), Job Burnout, Kepuasan kerja, Person-Organization Fit

b. Dependent Variable: Turnover Intention

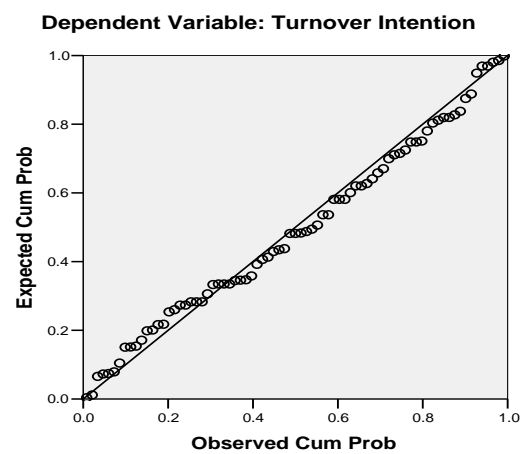
Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 20.264 | 3.779 | | 5.362 | .000 |
| | Kepuasan kerja | -.399 | .105 | -.396 | -3.819 | .000 |
| | Person-Organization Fit | -.455 | .213 | -.229 | -2.137 | .036 |
| | Job Burnout | .261 | .108 | .265 | 2.414 | .018 |

a. Dependent Variable: Turnover Intention

Charts

Normal P-P Plot of Regression Standardized Residual



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|
| N | | 77 |
| Normal Parameters ^{a,b} | Mean | .0000000 |
| | Std. Deviation | 2.16308852 |
| Most Extreme Differences | Absolute | .055 |
| | Positive | .053 |
| | Negative | -.055 |
| Kolmogorov-Smirnov Z | | .482 |
| Asymp. Sig. (2-tailed) | | .974 |

a. Test distribution is Normal.

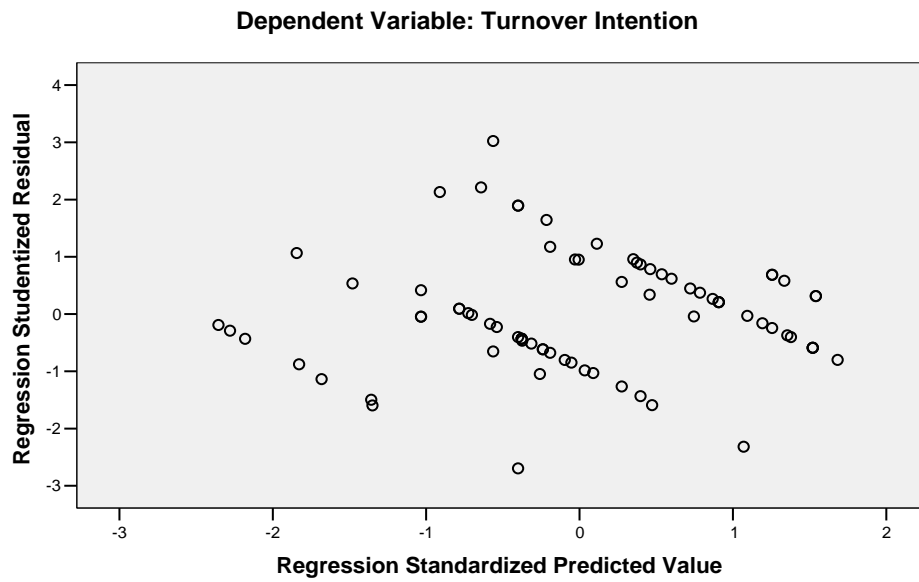
b. Calculated from data.

Coefficients^a

| Model | | Collinearity Statistics | |
|-------|-------------------------|-------------------------|-------|
| | | Tolerance | VIF |
| 1 | Kepuasan kerja | .474 | 2.108 |
| | Person-Organization Fit | .444 | 2.252 |
| | Job Burnout | .424 | 2.360 |

a. Dependent Variable: Turnover Intention

Scatterplot

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|-------------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 4.224 | 2.393 | | 1.765 | .082 |
| | Kepuasan kerja | -.017 | .066 | -.042 | -.251 | .803 |
| | Person-Organization Fit | -.036 | .135 | -.047 | -.269 | .789 |
| | Job Burnout | -.089 | .068 | -.230 | -1.298 | .198 |

a. Dependent Variable: Abs_res

