

Apakah Bapak/ Ibu sudah cukup puas atas apa yang diberikan oleh perusahaan tempat Anda bekerja saat ini :

D. Turnover Intentions

Turnover Intentions adalah keinginan untuk keluar dari perusahaan tempat Bapak/Ibu bekerja

No.	Pertanyaan	Jawaban									
		1	2	3	4	5	6	7	8	9	10
1.	Saya sering berfikir untuk keluar dari perusahaan.										
2.	Saya berkeinginan untuk bekerja di perusahaan lain yang menawarkan masa depan yang lebih baik.										
3.	Saya memiliki niat untuk keluar dari perusahaan.										

saat ini.

Apa alasan atau faktor pendukung lainnya Bapak/ Ibu berkeinginan untuk keluar dari perusahaan saat ini Anda bekerja :

2. Lampiran Hasil Analisis Data

Identitas Responden

Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	45	45.0	45.0	45.0
Valid Perempuan	55	55.0	55.0	100.0
Total	100	100.0	100.0	

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21	4	4.0	4.0	4.0
Valid 22	18	18.0	18.0	22.0
Valid 23	21	21.0	21.0	43.0
Valid 24	18	18.0	18.0	61.0
Valid 25	6	6.0	6.0	67.0
Valid 26	9	9.0	9.0	76.0
Valid 27	12	12.0	12.0	88.0
Valid 28	6	6.0	6.0	94.0
Valid 29	2	2.0	2.0	96.0
Valid 31	1	1.0	1.0	97.0
Valid 32	3	3.0	3.0	100.0
Total	100	100.0	100.0	

Divisi

	Frequency	Percent	Valid Percent	Cumulative Percent
--	-----------	---------	---------------	--------------------

	Agent	86	86.0	86.0	86.0
	Supervisor	1	1.0	1.0	87.0
Valid	Team Leader	3	3.0	3.0	90.0
	Team Suport	10	10.0	10.0	100.0
	Total	100	100.0	100.0	

Frequency Table

x1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	1	1.0	1.0	1.0
3.00	10	10.0	10.0	11.0
4.00	6	6.0	6.0	17.0
5.00	8	8.0	8.0	25.0
6.00	7	7.0	7.0	32.0
7.00	20	20.0	20.0	52.0
8.00	28	28.0	28.0	80.0
9.00	17	17.0	17.0	97.0
10.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

x1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	6	6.0	6.0	6.0
3.00	9	9.0	9.0	15.0

4.00	3	3.0	3.0	18.0
5.00	7	7.0	7.0	25.0
6.00	8	8.0	8.0	33.0
7.00	34	34.0	34.0	67.0
8.00	21	21.0	21.0	88.0
9.00	6	6.0	6.0	94.0
10.00	6	6.0	6.0	100.0
Total	100	100.0	100.0	

x1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.0	4.0	4.0
3.00	9	9.0	9.0	13.0
4.00	5	5.0	5.0	18.0
5.00	5	5.0	5.0	23.0
6.00	15	15.0	15.0	38.0
7.00	18	18.0	18.0	56.0
8.00	28	28.0	28.0	84.0
9.00	13	13.0	13.0	97.0
10.00	3	3.0	3.0	100.0
Total	100	100.0	100.0	

x1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.0	4.0	4.0
3.00	9	9.0	9.0	13.0
4.00	9	9.0	9.0	22.0
5.00	6	6.0	6.0	28.0

6.00	12	12.0	12.0	40.0
7.00	30	30.0	30.0	70.0
8.00	13	13.0	13.0	83.0
9.00	12	12.0	12.0	95.0
10.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

x1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	2	2.0	2.0	2.0
3.00	10	10.0	10.0	12.0
4.00	7	7.0	7.0	19.0
5.00	6	6.0	6.0	25.0
6.00	10	10.0	10.0	35.0
7.00	29	29.0	29.0	64.0
8.00	23	23.0	23.0	87.0
9.00	8	8.0	8.0	95.0
10.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

x1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	5.0	5.0	5.0
3.00	7	7.0	7.0	12.0
4.00	4	4.0	4.0	16.0
5.00	12	12.0	12.0	28.0
6.00	1	1.0	1.0	29.0
7.00	20	20.0	20.0	49.0

8.00	32	32.0	32.0	81.0
9.00	12	12.0	12.0	93.0
10.00	7	7.0	7.0	100.0
Total	100	100.0	100.0	

x1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	4	4.0	4.0	4.0
3.00	6	6.0	6.0	10.0
4.00	8	8.0	8.0	18.0
5.00	9	9.0	9.0	27.0
6.00	7	7.0	7.0	34.0
7.00	34	34.0	34.0	68.0
8.00	18	18.0	18.0	86.0
9.00	9	9.0	9.0	95.0
10.00	5	5.0	5.0	100.0
Total	100	100.0	100.0	

x2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	6	6.0	6.0	6.0
3.00	8	8.0	8.0	14.0
4.00	11	11.0	11.0	25.0
5.00	10	10.0	10.0	35.0
6.00	20	20.0	20.0	55.0
7.00	16	16.0	16.0	71.0
8.00	15	15.0	15.0	86.0
9.00	10	10.0	10.0	96.0

10.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

x2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
1.00	2	2.0	2.0	2.0
2.00	6	6.0	6.0	8.0
3.00	6	6.0	6.0	14.0
4.00	9	9.0	9.0	23.0
5.00	6	6.0	6.0	29.0
Valid 6.00	20	20.0	20.0	49.0
7.00	15	15.0	15.0	64.0
8.00	16	16.0	16.0	80.0
9.00	16	16.0	16.0	96.0
10.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

x2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	5.0	5.0	5.0
3.00	8	8.0	8.0	13.0
4.00	7	7.0	7.0	20.0
5.00	7	7.0	7.0	27.0
Valid 6.00	16	16.0	16.0	43.0
7.00	19	19.0	19.0	62.0
8.00	20	20.0	20.0	82.0
9.00	10	10.0	10.0	92.0
10.00	8	8.0	8.0	100.0
Total	100	100.0	100.0	

x2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	6	6.0	6.0	6.0
3.00	8	8.0	8.0	14.0
4.00	5	5.0	5.0	19.0
5.00	7	7.0	7.0	26.0
6.00	12	12.0	12.0	38.0
7.00	21	21.0	21.0	59.0
8.00	22	22.0	22.0	81.0
9.00	9	9.0	9.0	90.0
10.00	10	10.0	10.0	100.0
Total	100	100.0	100.0	

x2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	4	4.0	4.0	4.0
3.00	8	8.0	8.0	12.0
4.00	7	7.0	7.0	19.0
5.00	7	7.0	7.0	26.0
6.00	12	12.0	12.0	38.0
7.00	28	28.0	28.0	66.0
8.00	15	15.0	15.0	81.0
9.00	10	10.0	10.0	91.0
10.00	9	9.0	9.0	100.0
Total	100	100.0	100.0	

x2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	3	3.0	3.0	3.0
3.00	11	11.0	11.0	14.0
4.00	4	4.0	4.0	18.0
5.00	6	6.0	6.0	24.0
6.00	7	7.0	7.0	31.0
7.00	19	19.0	19.0	50.0
8.00	22	22.0	22.0	72.0
9.00	18	18.0	18.0	90.0
10.00	10	10.0	10.0	100.0
Total	100	100.0	100.0	

y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
2.00	5	5.0	5.0	5.0
3.00	8	8.0	8.0	13.0
4.00	5	5.0	5.0	18.0
5.00	5	5.0	5.0	23.0
6.00	5	5.0	5.0	28.0
7.00	36	36.0	36.0	64.0
8.00	23	23.0	23.0	87.0
9.00	9	9.0	9.0	96.0
10.00	4	4.0	4.0	100.0
Total	100	100.0	100.0	

y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	5.0	5.0	5.0
3.00	9	9.0	9.0	14.0
4.00	4	4.0	4.0	18.0
5.00	11	11.0	11.0	29.0
6.00	15	15.0	15.0	44.0
7.00	22	22.0	22.0	66.0
8.00	22	22.0	22.0	88.0
9.00	6	6.0	6.0	94.0
10.00	6	6.0	6.0	100.0
Total	100	100.0	100.0	

y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	5.0	5.0	5.0
3.00	5	5.0	5.0	10.0
4.00	12	12.0	12.0	22.0
5.00	6	6.0	6.0	28.0
6.00	5	5.0	5.0	33.0
7.00	33	33.0	33.0	66.0
8.00	21	21.0	21.0	87.0
9.00	7	7.0	7.0	94.0
10.00	6	6.0	6.0	100.0
Total	100	100.0	100.0	

y1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	1	1.0	1.0	1.0
2.00	5	5.0	5.0	6.0
3.00	13	13.0	13.0	19.0

4.00	9	9.0	9.0	28.0
5.00	5	5.0	5.0	33.0
6.00	22	22.0	22.0	55.0
7.00	16	16.0	16.0	71.0
8.00	12	12.0	12.0	83.0
9.00	6	6.0	6.0	89.0
10.00	11	11.0	11.0	100.0
Total	100	100.0	100.0	

y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	3	3.0	3.0	3.0
3.00	8	8.0	8.0	11.0
4.00	8	8.0	8.0	19.0
5.00	8	8.0	8.0	27.0
6.00	12	12.0	12.0	39.0
7.00	30	30.0	30.0	69.0
8.00	13	13.0	13.0	82.0
9.00	6	6.0	6.0	88.0
10.00	12	12.0	12.0	100.0
Total	100	100.0	100.0	

y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	4	4.0	4.0	4.0
2.00	3	3.0	3.0	7.0
3.00	3	3.0	3.0	10.0
4.00	1	1.0	1.0	11.0
5.00	3	3.0	3.0	14.0

6.00	8	8.0	8.0	22.0
7.00	15	15.0	15.0	37.0
8.00	20	20.0	20.0	57.0
9.00	26	26.0	26.0	83.0
10.00	17	17.0	17.0	100.0
Total	100	100.0	100.0	

y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 2.00	5	5.0	5.0	5.0
3.00	3	3.0	3.0	8.0
4.00	3	3.0	3.0	11.0
5.00	4	4.0	4.0	15.0
6.00	1	1.0	1.0	16.0
7.00	8	8.0	8.0	24.0
8.00	10	10.0	10.0	34.0
9.00	33	33.0	33.0	67.0
10.00	33	33.0	33.0	100.0
Total	100	100.0	100.0	

y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 1.00	4	4.0	4.0	4.0
2.00	2	2.0	2.0	6.0
3.00	4	4.0	4.0	10.0
4.00	1	1.0	1.0	11.0
5.00	5	5.0	5.0	16.0
6.00	2	2.0	2.0	18.0
7.00	6	6.0	6.0	24.0

8.00	22	22.0	22.0	46.0
9.00	33	33.0	33.0	79.0
10.00	21	21.0	21.0	100.0
Total	100	100.0	100.0	

Reliability Var. Quality of Worklife (X1)

Notes

Output Created		19-FEB-2020 08:59:17
Comments		
Input	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
Syntax		RELIABILITY /VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 x1.6 x1.7 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01

Scale: ALL VARIABLES

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
.969	7

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	39.7200	130.830	.876	.965
x1.2	40.0300	128.191	.895	.963
x1.3	39.9000	128.273	.912	.962
x1.4	40.1200	129.278	.866	.965
x1.5	39.9600	131.170	.877	.965
x1.6	39.7000	127.182	.886	.964
x1.7	39.9900	130.131	.902	.963

Reliability Var. Innovative Technology Skill (X2)

Notes			
Output Created		19-FEB-2020 08:59:43	
Comments			
Input	Data	H: itip\sendy unissula\data.sav	
	Active Dataset	DataSet1	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		100
Missing Value Handling	Matrix Input		
	Definition of Missing	User-defined missing values are treated as missing.	
Syntax	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.	
		RELIABILITY /VARIABLES=x2.1 x2.2 x2.3 x2.4 x2.5 x2.6 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.	
Resources	Processor Time		00:00:00,00
	Elapsed Time		00:00:00,01

Scale: ALL VARIABLES

Case Processing Summary

	N	%

	Valid	100	100.0
Cases	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
.962	6

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	33.1900	106.297	.831	.960
x2.2	32.9600	101.756	.877	.955
x2.3	32.7500	102.290	.912	.951
x2.4	32.6400	102.213	.883	.954
x2.5	32.6800	102.523	.930	.949
x2.6	32.3300	103.718	.842	.959

Reliability Var. Job Satisfaction (Y1)

Notes

Output Created		19-FEB-2020 09:00:02
Comments		
	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
Input	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
	Matrix Input	
	Definition of Missing	User-defined missing values are treated as missing.
Missing Value Handling	Cases Used	Statistics are based on all cases with valid data for all variables in the procedure.
		RELIABILITY /VARIABLES=y1.1 y1.2 y1.3 y1.4 y1.5 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Syntax		
Resources	Processor Time	00:00:00,00
	Elapsed Time	00:00:00,01

Scale: ALL VARIABLES

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
.957	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	25.7400	64.356	.893	.944
y1.2	25.9800	63.818	.880	.946
y1.3	25.8500	63.503	.900	.943
y1.4	26.2500	61.543	.817	.959
y1.5	25.7800	62.153	.917	.940

Reliability Var. Turnover Intention (Y2)

Notes	
Output Created	19-FEB-2020 09:00:21
Comments	
Input	H: itip\sendy unissula\data.sav DataSet1 <none> <none> <none> N of Rows in Working Data File 100 Matrix Input Definition of Missing User-defined missing values are treated as missing. Statistics are based on all cases with valid data for all variables in the procedure. RELIABILITY /VARIABLES=y2.1 y2.2 y2.3 /SCALE('ALL VARIABLES') ALL /MODEL=ALPHA /SUMMARY=TOTAL.
Missing Value Handling	Cases Used
Syntax	
Resources	Processor Time 00:00:00,02 Elapsed Time 00:00:00,01

Scale: ALL VARIABLES

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
.953	3

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	16.0600	19.693	.939	.902
y2.2	15.4100	21.436	.858	.963
y2.3	15.7500	19.846	.908	.926

Regresi Model Pertama

Notes

Output Created		19-FEB-2020 09:00:53
Comments		
Input	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
Syntax		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y1 /METHOD=ENTER X1 X2 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS NORMPROB(ZRESID) /SAVE RESID.
Resources	Processor Time	00:00:01,84
	Elapsed Time	00:00:01,67
	Memory Required	2500 bytes
	Additional Memory Required for Residual Plots	560 bytes

Variables Created or Modified	RES_1	Unstandardized Residual
-------------------------------	-------	-------------------------

Descriptive Statistics

	Mean	Std. Deviation	N
Job Satisfaction	6.4800	1.97479	100
Quality of Worklife	6.6537	1.88993	100
Innovative Technology Skill	6.5516	2.02329	100

Correlations

		Job Satisfaction	Quality of Worklife	Innovative Technology Skill
Pearson Correlation	Job Satisfaction	1.000	.695	.793
	Quality of Worklife	.695	1.000	.603
	Innovative Technology Skill	.793	.603	1.000
Sig. (1-tailed)	Job Satisfaction	.	.000	.000
	Quality of Worklife	.000	.	.000
	Innovative Technology Skill	.000	.000	.
N	Job Satisfaction	100	100	100
	Quality of Worklife	100	100	100
	Innovative Technology Skill	100	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Innovative Technology Skill, Quality of Worklife ^b	.	Enter

a. Dependent Variable: Job Satisfaction

b. All requested variables entered.

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.838 ^a	.702	.696	1.08929

a. Predictors: (Constant), Innovative Technology Skill, Quality of Worklife

b. Dependent Variable: Job Satisfaction

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	270.983	2	135.492	114.188	.000 ^b
	Residual	115.097	97	1.187		
	Total	386.080	99			

a. Dependent Variable: Job Satisfaction

b. Predictors: (Constant), Innovative Technology Skill, Quality of Worklife

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.359	.429		.837	.405		
	Quality of Worklife	.356	.073	.340	4.894	.000	.636	1.573
	Innovative Technology Skill	.573	.068	.587	8.448	.000	.636	1.573

a. Dependent Variable: Job Satisfaction

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	Quality of Worklife	Innovative Technology Skill
1	1	2.924	1.000	.01	.01	.01
	2	.045	8.066	.89	.04	.42
	3	.031	9.732	.11	.95	.57

a. Dependent Variable: Job Satisfaction

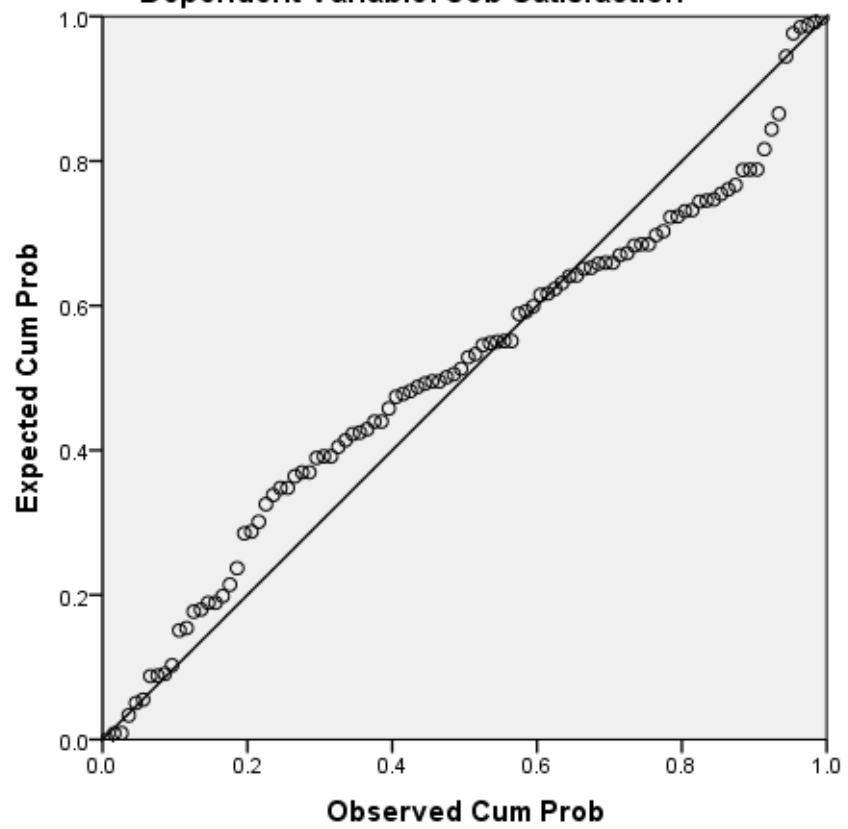
Residuals Statistics^a

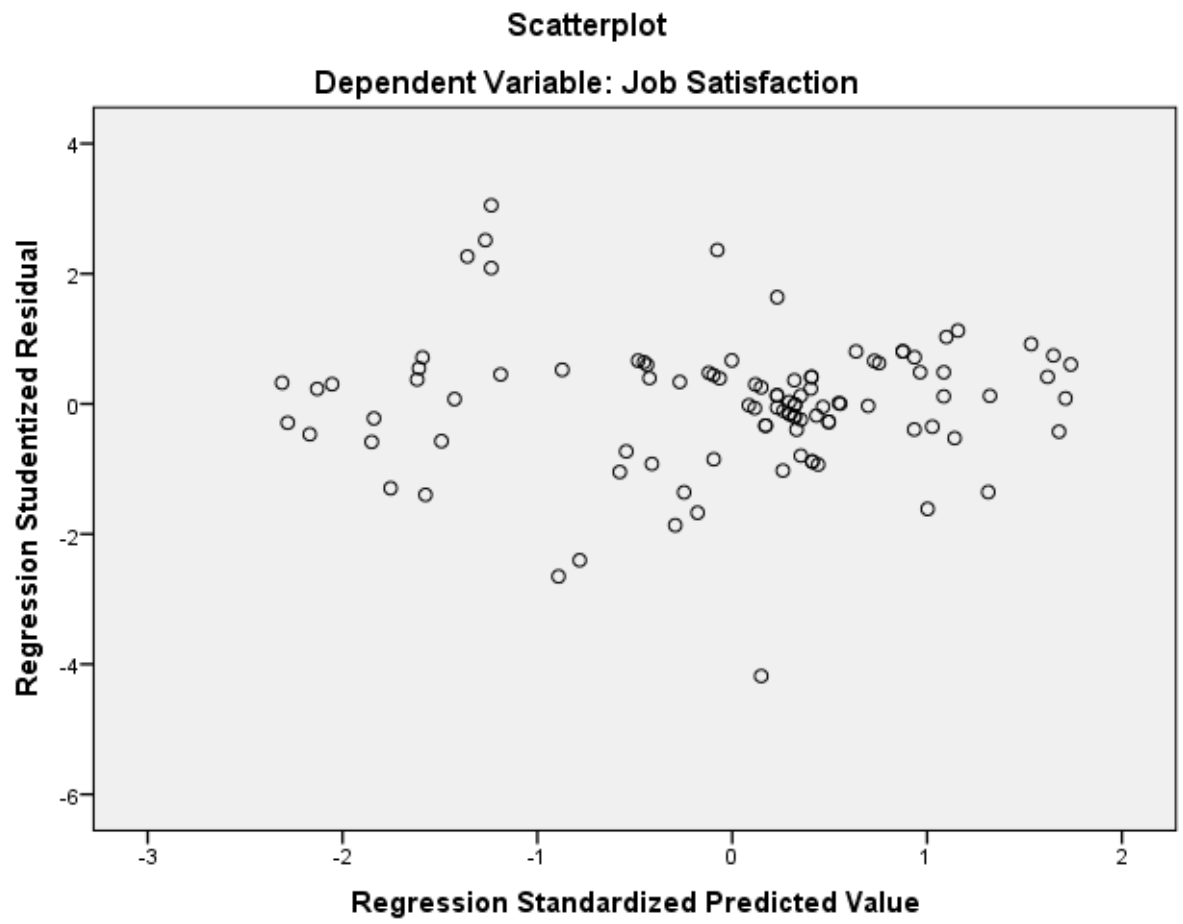
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	2.6580	9.3542	6.4800	1.65445	100
Std. Predicted Value	-2.310	1.737	.000	1.000	100
Standard Error of Predicted Value	.110	.470	.175	.070	100
Adjusted Predicted Value	2.6342	9.3262	6.4747	1.65944	100
Residual	-4.52642	3.16651	.00000	1.07824	100
Std. Residual	-4.155	2.907	.000	.990	100
Stud. Residual	-4.182	3.051	.002	1.019	100
Deleted Residual	-4.58553	3.48793	.00531	1.14354	100
Stud. Deleted Residual	-4.596	3.192	.000	1.051	100
Mahal. Distance	.012	17.463	1.980	2.686	100
Cook's Distance	.000	.537	.021	.070	100
Centered Leverage Value	.000	.176	.020	.027	100

a. Dependent Variable: Job Satisfaction

Charts

Normal P-P Plot of Regression Standardized Residual
Dependent Variable: Job Satisfaction





Regresi Model Kedua

Notes

Output Created		19-FEB-2020 09:01:15
Comments		
	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
Input	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics are based on cases with no missing values for any variable used.
		REGRESSION /DESCRIPTIVES MEAN STDDEV CORR SIG N /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA COLLIN TOL /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Y2 /METHOD=ENTER X1 X2 Y1 /SCATTERPLOT=(*SRESID ,*ZPRED) /RESIDUALS NORMPROB(ZRESID) /SAVE RESID.
Syntax		
	Processor Time	00:00:00,47
	Elapsed Time	00:00:00,40
Resources	Memory Required	2820 bytes
	Additional Memory Required for Residual Plots	552 bytes
Variables Created or Modified	RES_2	Unstandardized Residual

Descriptive Statistics

	Mean	Std. Deviation	N
Turnover Intention	7.8696	2.22878	100
Quality of Worklife	6.6537	1.88993	100
Innovative Technology Skill	6.5516	2.02329	100
Job Satisfaction	6.4800	1.97479	100

Correlations

		Turnover Intention	Quality of Worklife	Innovative Technology Skill	Job Satisfaction
Pearson Correlation	Turnover Intention	1.000	-.575	-.617	-.644
	Quality of Worklife	-.575	1.000	.603	.695
	Innovative Technology Skill	-.617	.603	1.000	.793
	Job Satisfaction	-.644	.695	.793	1.000
Sig. (1-tailed)	Turnover Intention	.	.000	.000	.000
	Quality of Worklife	.000	.	.000	.000
	Innovative Technology Skill	.000	.000	.	.000
	Job Satisfaction	.000	.000	.000	.
N	Turnover Intention	100	100	100	100
	Quality of Worklife	100	100	100	100
	Innovative Technology Skill	100	100	100	100
	Job Satisfaction	100	100	100	100

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Job Satisfaction, Quality of Worklife, Innovative Technology Skill	.	Enter

a. Dependent Variable: Turnover Intention

Collinearity Diagnostics^a

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions			
				(Constant)	Quality of Worklife	Innovative Technology Skill	Job Satisfaction
1	1	3.901	1.000	.00	.00	.00	.00
	2	.052	8.647	.84	.00	.10	.07
	3	.031	11.223	.14	.82	.26	.00
	4	.016	15.536	.02	.18	.63	.92

a. Dependent Variable: Turnover Intention

Residuals Statistics^a

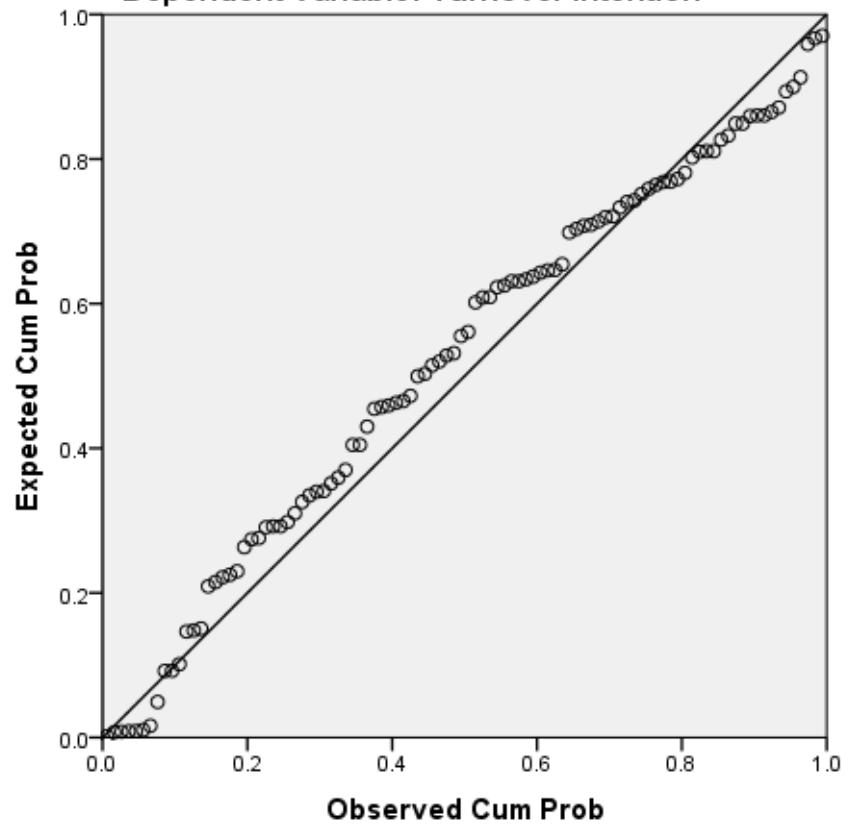
	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	5.0502	11.4013	7.8696	1.52906	100
Std. Predicted Value	-1.844	2.310	.000	1.000	100
Standard Error of Predicted Value	.166	.816	.300	.137	100
Adjusted Predicted Value	5.1787	11.5231	7.8793	1.53286	100
Residual	-4.77735	3.10782	.00000	1.62155	100
Std. Residual	-2.901	1.887	.000	.985	100
Stud. Residual	-2.929	1.908	-.003	1.001	100
Deleted Residual	-4.86937	3.17798	-.00971	1.67692	100
Stud. Deleted Residual	-3.053	1.936	-.007	1.016	100
Mahal. Distance	.012	23.301	2.970	4.130	100
Cook's Distance	.000	.068	.009	.014	100
Centered Leverage Value	.000	.235	.030	.042	100

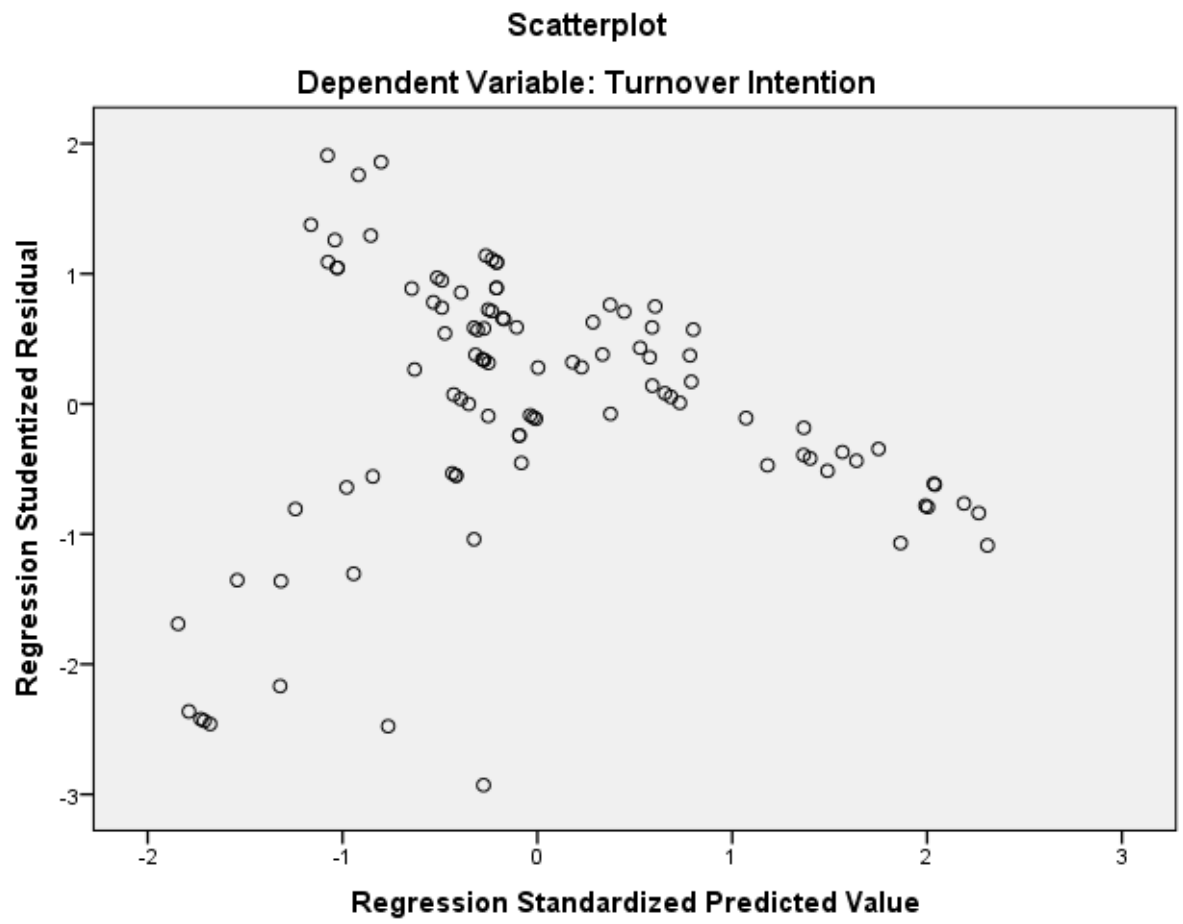
a. Dependent Variable: Turnover Intention

Charts

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Turnover Intention





NPar Tests

Notes

Output Created		19-FEB-2020 09:01:48
Comments		
Input	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
	N of Rows in Working Data File	100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.
	Cases Used	Statistics for each test are based on all cases with valid data for the variable(s) used in that test.
Syntax		NPARTESTS /K-S(NORMAL)=RES_1 /MISSING ANALYSIS.
Resources	Processor Time	00:00:00,02
	Elapsed Time	00:00:00,01
	Number of Cases Allowed ^a	196608

a. Based on availability of workspace memory.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual Model Pertama
N		100
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	1.07823553
Most Extreme Differences	Absolute	.119
	Positive	.119
	Negative	-.107
Kolmogorov-Smirnov Z		1.194
Asymp. Sig. (2-tailed)		.115

a. Test distribution is Normal.

b. Calculated from data.

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual Model Kedua
N		100
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	1.62155250
	Absolute	.093
Most Extreme Differences	Positive	.065
	Negative	-.093
Kolmogorov-Smirnov Z		.932
Asymp. Sig. (2-tailed)		.350

a. Test distribution is Normal.

b. Calculated from data.

Uji Glejser Model Pertama

Notes

Output Created		19-FEB-2020 09:04:35
Comments		
Input	Data	H: itip\sendy unissula\data.sav
	Active Dataset	DataSet1
	Filter	<none>
	Weight	<none>
	Split File	<none>
Missing Value Handling	N of Rows in Working Data File	100
	Definition of Missing	User-defined missing values are treated as missing.
Syntax	Cases Used	Statistics are based on cases with no missing values for any variable used.
		REGRESSION /MISSING LISTWISE /STATISTICS COEFF OUTS R ANOVA /CRITERIA=PIN(.05) POUT(.10) /NOORIGIN /DEPENDENT Abs.Ut1 /METHOD=ENTER X1 X2.
Resources	Processor Time	00:00:00,06
	Elapsed Time	00:00:00,07
	Memory Required	2572 bytes
	Additional Memory Required for Residual Plots	0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Innovative Technology Skill , Quality of Worklife ^b		Enter

a. Dependent Variable: Abs.Ut1

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.113 ^a	.013	-.008	.80421

a. Predictors: (Constant), Innovative Technology Skill, Quality of Worklife

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.811	2	.406	.627	.536 ^b
	Residual	62.735	97	.647		
	Total	63.547	99			

a. Dependent Variable: Abs.Ut1

b. Predictors: (Constant), Innovative Technology Skill, Quality of Worklife

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.720	.317		2.274	.025
	Quality of Worklife	.055	.054	.129	1.021	.310
	Innovative Technology Skill	-.049	.050	-.124	-.983	.328

a. Dependent Variable: Abs.Ut1

Uji Glejser Model Kedua

Notes

Output Created		19-FEB-2020 09:04:59	
Comments			
Input	Data	H: itip\sendy unissula\data.sav	
	Active Dataset	DataSet1	
	Filter	<none>	
	Weight	<none>	
	Split File	<none>	
	N of Rows in Working Data File		100
Missing Value Handling	Definition of Missing	User-defined missing values are treated as missing.	
	Cases Used	Statistics are based on cases with no missing values for any variable used.	
Syntax		REGRESSION	
		/MISSING LISTWISE	
		/STATISTICS COEFF OUTS R	
		ANOVA	
		/CRITERIA=PIN(.05) POUT(.10)	
		/NOORIGIN	
Resources		/DEPENDENT Abs.Ut2	
		/METHOD=ENTER X1 X2 Y1.	
	Processor Time		00:00:00,03
	Elapsed Time		00:00:00,02
	Memory Required		2868 bytes
	Additional Memory Required for Residual Plots		0 bytes

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	Job Satisfaction, Quality of Worklife, Innovative Technology Skill		Enter

a. Dependent Variable: Abs.Ut2

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.501 ^a	.251	.227	.89824

a. Predictors: (Constant), Job Satisfaction, Quality of Worklife, Innovative Technology Skill

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	25.931	3	8.644	10.713	.000 ^b
	Residual	77.455	96	.807		
	Total	103.387	99			

a. Dependent Variable: Abs.Ut2

b. Predictors: (Constant), Job Satisfaction, Quality of Worklife, Innovative Technology Skill

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.583	.355		-1.644	.103
	Quality of Worklife	.038	.067	.070	.566	.573

Innovative Technology Skill Job Satisfaction	.121	.074	.239	1.637	.105
	.122	.084	.237	1.462	.147

a. Dependent Variable: Abs.Ut2