

LAMPIRAN



Lampiran 1 output SPSS

Frequencies

| | | Statistics | | | | |
|---|---------|------------|------|------|------|------|
| | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 |
| N | Valid | 100 | 100 | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 | 0 | 0 |

Frequency Table

| | | x1.1 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 1.00 | 48 | 48.0 | 48.0 | 48.0 |
| | 2.00 | 51 | 51.0 | 51.0 | 99.0 |
| | 3.00 | 1 | 1.0 | 1.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

| | | x1.2 | | | Cumulative Percent |
|-------|-------|-----------|---------|---------------|-----------------------|
| | | Frequency | Percent | Valid Percent | |
| Valid | 1.00 | 43 | 43.0 | 43.0 | 43.0 |
| | 2.00 | 55 | 55.0 | 55.0 | 98.0 |
| | 3.00 | 2 | 2.0 | 2.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

x1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 43 | 43.0 | 43.0 | 43.0 |
| | 2.00 | 44 | 44.0 | 44.0 | 87.0 |
| | 3.00 | 13 | 13.0 | 13.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

x1.4

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 40 | 40.0 | 40.0 | 40.0 |
| | 2.00 | 55 | 55.0 | 55.0 | 95.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

x1.5

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 48 | 48.0 | 48.0 | 48.0 |
| | 2.00 | 47 | 47.0 | 47.0 | 95.0 |
| | 3.00 | 5 | 5.0 | 5.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

FREQUENCIES VARIABLES=x2.1 x2.2 x2.3
/ORDER=ANALYSIS.

Frequencies

Statistics

| | | x2.1 | x2.2 | x2.3 |
|---|---------|------|------|------|
| N | Valid | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 |

Frequency Table

x2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 3 | 3.0 | 3.0 | 4.0 |
| | 4.00 | 53 | 53.0 | 53.0 | 57.0 |
| | 5.00 | 43 | 43.0 | 43.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

x2.2

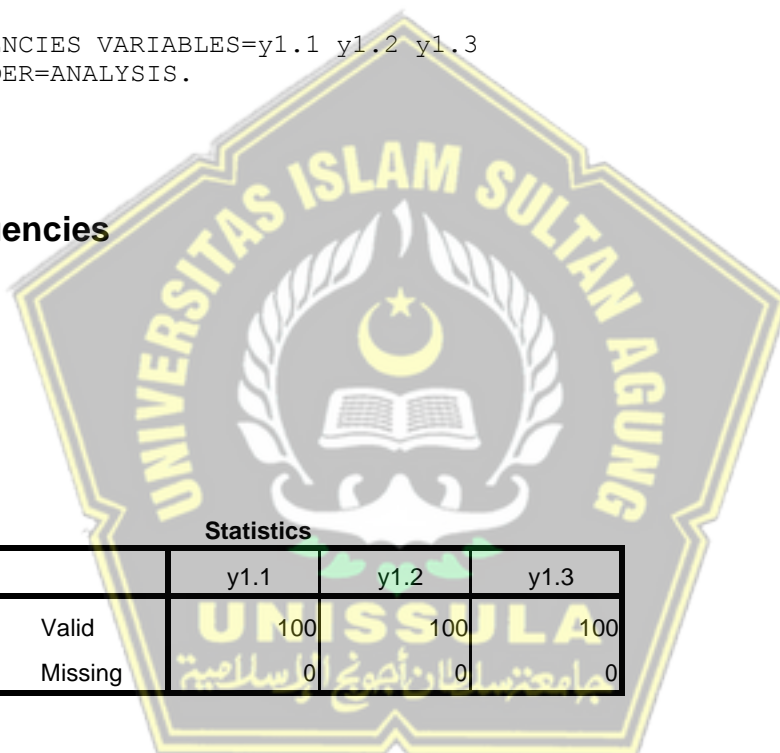
| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 1 | 1.0 | 1.0 | 2.0 |
| | 4.00 | 57 | 57.0 | 57.0 | 59.0 |
| | 5.00 | 41 | 41.0 | 41.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

x2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 3.00 | 6 | 6.0 | 6.0 | 7.0 |
| | 4.00 | 48 | 48.0 | 48.0 | 55.0 |
| | 5.00 | 45 | 45.0 | 45.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

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

Frequencies



Statistics

| | | y1.1 | y1.2 | y1.3 |
|---|---------|------|------|------|
| N | Valid | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 |

Frequency Table

y1.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 3.00 | 3 | 3.0 | 3.0 | 3.0 |
| | 4.00 | 50 | 50.0 | 50.0 | 53.0 |
| | 5.00 | 47 | 47.0 | 47.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

y1.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 1.00 | 1 | 1.0 | 1.0 | 1.0 |
| | 2.00 | 1 | 1.0 | 1.0 | 2.0 |
| | 3.00 | 2 | 2.0 | 2.0 | 4.0 |
| | 4.00 | 52 | 52.0 | 52.0 | 56.0 |
| | 5.00 | 44 | 44.0 | 44.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

y1.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | .00 | 1 | 1.0 | 1.0 | 1.0 |
| | 4.00 | 58 | 58.0 | 58.0 | 59.0 |
| | 5.00 | 41 | 41.0 | 41.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

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

Frequencies

Statistics

| | | y2.1 | y2.2 | y2.3 |
|---|---------|------|------|------|
| N | Valid | 100 | 100 | 100 |
| | Missing | 0 | 0 | 0 |

Frequency Table

y2.1

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 6 | 6.0 | 6.0 | 6.0 |
| | 3.00 | 4 | 4.0 | 4.0 | 10.0 |
| | 4.00 | 51 | 51.0 | 51.0 | 61.0 |
| | 5.00 | 39 | 39.0 | 39.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

y2.2

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|-------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 7 | 7.0 | 7.0 | 7.0 |
| | 3.00 | 2 | 2.0 | 2.0 | 9.0 |
| | 4.00 | 51 | 51.0 | 51.0 | 60.0 |
| | 5.00 | 40 | 40.0 | 40.0 | 100.0 |
| | Total | 100 | 100.0 | 100.0 | |

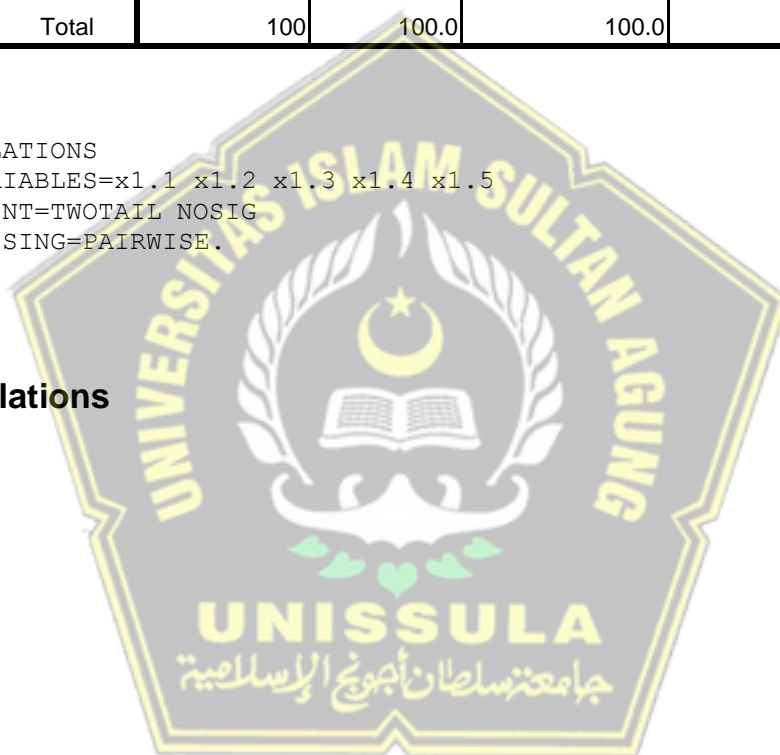
y2.3

| | | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------|------|-----------|---------|---------------|--------------------|
| Valid | 2.00 | 4 | 4.0 | 4.0 | 4.0 |
| | 3.00 | 3 | 3.0 | 3.0 | 7.0 |
| | 4.00 | 58 | 58.0 | 58.0 | 65.0 |
| | 5.00 | 35 | 35.0 | 35.0 | 100.0 |
| Total | | 100 | 100.0 | 100.0 | |

CORRELATIONS

```
/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5  
/PRINT=TWOTAIL NOSIG  
/MISSING=PAIRWISE.
```

Correlations



Correlations

| | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 |
|------|---------------------|--------|--------|--------|--------|--------|
| x1.1 | Pearson Correlation | 1 | .571** | .475** | .524** | .485** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| x1.2 | Pearson Correlation | .571** | 1 | .541** | .548** | .461** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| x1.3 | Pearson Correlation | .475** | .541** | 1 | .573** | .449** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| x1.4 | Pearson Correlation | .524** | .548** | .573** | 1 | .534** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 |
| x1.5 | Pearson Correlation | .485** | .461** | .449** | .534** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 |

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

```

CORRELATIONS
/VARIABLES=x2.1 x2.2 x2.3
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

```

CORRELATIONS
/VARIABLES=x1.1 x1.2 x1.3 x1.4 x1.5 X1
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations

Correlations

| | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | job insecurity |
|----------------|---------------------|--------|--------|--------|--------|--------|----------------|
| x1.1 | Pearson Correlation | 1 | .571** | .475** | .524** | .485** | .764** |
| | Sig. (2-tailed) | | .000 | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| x1.2 | Pearson Correlation | .571** | 1 | .541** | .548** | .461** | .786** |
| | Sig. (2-tailed) | .000 | | .000 | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| x1.3 | Pearson Correlation | .475** | .541** | 1 | .573** | .449** | .799** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| x1.4 | Pearson Correlation | .524** | .548** | .573** | 1 | .534** | .812** |
| | Sig. (2-tailed) | .000 | .000 | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| x1.5 | Pearson Correlation | .485** | .461** | .449** | .534** | 1 | .749** |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |
| job insecurity | Pearson Correlation | .764** | .786** | .799** | .812** | .749** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 | 100 | 100 |

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

CORRELATIONS

/VARIABLES=x2.1 x2.2 x2.3 x2.4

/PRINT=TWOTAIL NOSIG

/MISSING=PAIRWISE.

Correlations

Correlations

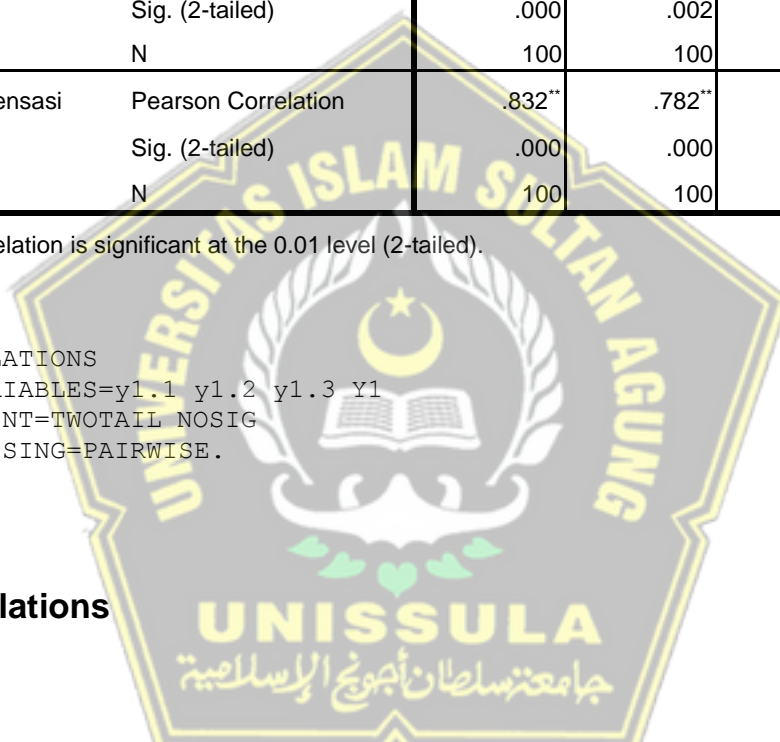
| | | x2.1 | x2.2 | x2.3 | kompensasi |
|------------|---------------------|--------|--------|--------|------------|
| x2.1 | Pearson Correlation | 1 | .584** | .390** | .832** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| x2.2 | Pearson Correlation | .584** | 1 | .303** | .782** |
| | Sig. (2-tailed) | .000 | | .002 | .000 |
| | N | 100 | 100 | 100 | 100 |
| x2.3 | Pearson Correlation | .390** | .303** | 1 | .740** |
| | Sig. (2-tailed) | .000 | .002 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| kompensasi | Pearson Correlation | .832** | .782** | .740** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

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

CORRELATIONS

/VARIABLES=y1.1 y1.2 y1.3 Y1
 /PRINT=TWOTAIL NOSIG
 /MISSING=PAIRWISE.

Correlations



Correlations

| | | y1.1 | y1.2 | y1.3 | kepuasan kerja |
|----------------|---------------------|--------|--------|--------|----------------|
| y1.1 | Pearson Correlation | 1 | .395** | .212* | .753** |
| | Sig. (2-tailed) | | .000 | .034 | .000 |
| | N | 100 | 100 | 100 | 100 |
| y1.2 | Pearson Correlation | .395** | 1 | .255* | .825** |
| | Sig. (2-tailed) | .000 | | .010 | .000 |
| | N | 100 | 100 | 100 | 100 |
| y1.3 | Pearson Correlation | .212* | .255* | 1 | .459** |
| | Sig. (2-tailed) | .034 | .010 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| kepuasan kerja | Pearson Correlation | .753** | .825** | .459** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

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

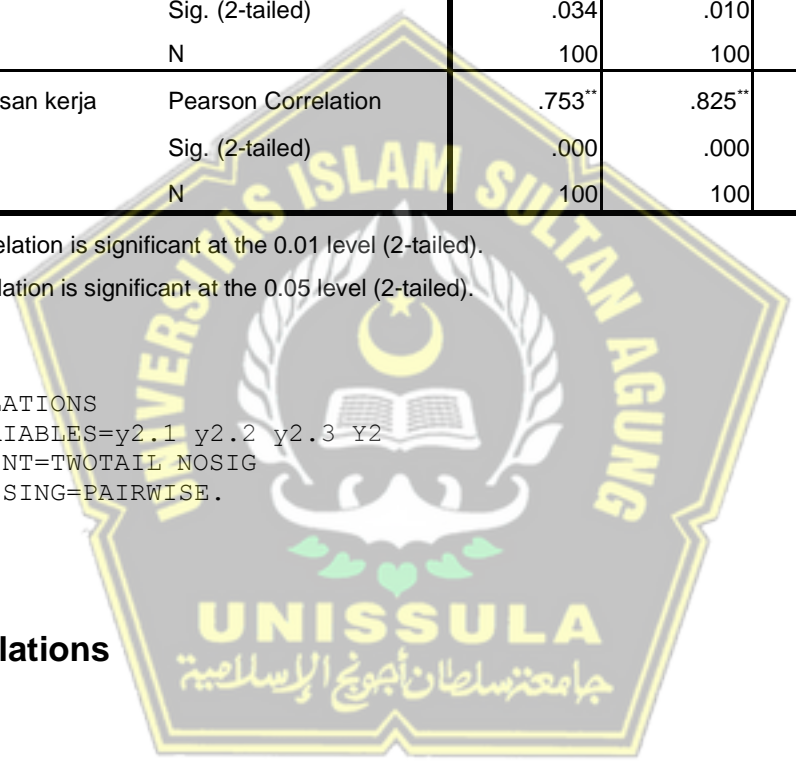
* . Correlation is significant at the 0.05 level (2-tailed).

CORRELATIONS

```

/VARIABLES=y2.1 y2.2 y2.3 Y2
/PRINT=TWOTAIL NOSIG
/MISSING=PAIRWISE.
    
```

Correlations



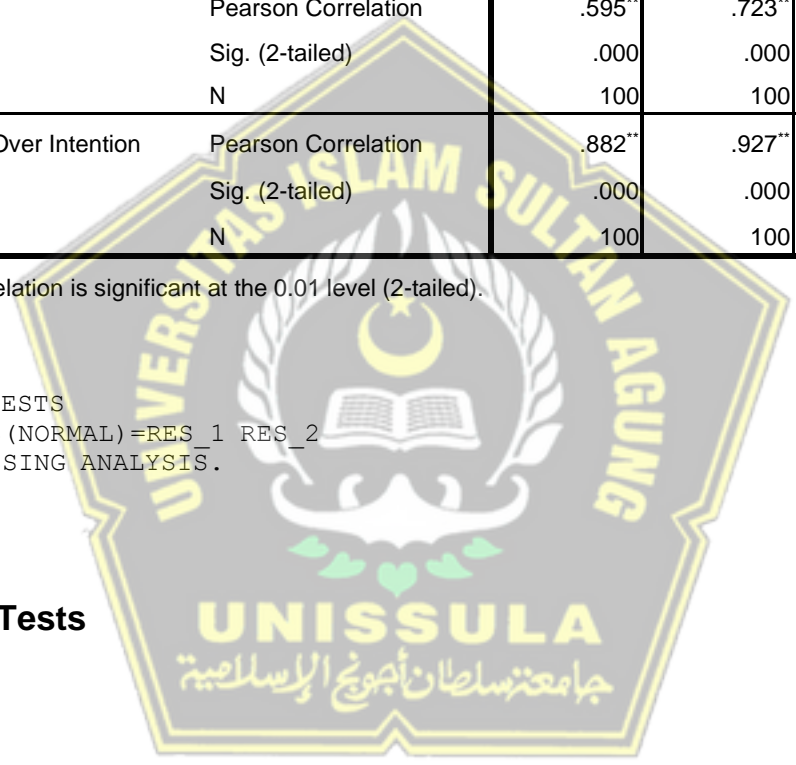
Correlations

| | | y2.1 | y2.2 | y2.3 | Turn Over Intention |
|---------------------|---------------------|--------|--------|--------|---------------------|
| y2.1 | Pearson Correlation | 1 | .738** | .595** | .882** |
| | Sig. (2-tailed) | | .000 | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| y2.2 | Pearson Correlation | .738** | 1 | .723** | .927** |
| | Sig. (2-tailed) | .000 | | .000 | .000 |
| | N | 100 | 100 | 100 | 100 |
| y2.3 | Pearson Correlation | .595** | .723** | 1 | .857** |
| | Sig. (2-tailed) | .000 | .000 | | .000 |
| | N | 100 | 100 | 100 | 100 |
| Turn Over Intention | Pearson Correlation | .882** | .927** | .857** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | |
| | N | 100 | 100 | 100 | 100 |

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

NPAR TESTS
 /K-S (NORMAL) =RES_1 RES_2
 /MISSING ANALYSIS.

NPar Tests



One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual | Unstandardized Residual |
|----------------------------------|----------------|-------------------------|-------------------------|
| N | | 100 | 100 |
| Normal Parameters ^{a,b} | Mean | .0000000 | -.0865136 |
| | Std. Deviation | .92249904 | 1.41153952 |
| Most Extreme Differences | Absolute | .113 | .065 |
| | Positive | .069 | .053 |
| | Negative | -.113 | -.065 |
| Kolmogorov-Smirnov Z | | 1.132 | .645 |
| Asymp. Sig. (2-tailed) | | .154 | .799 |

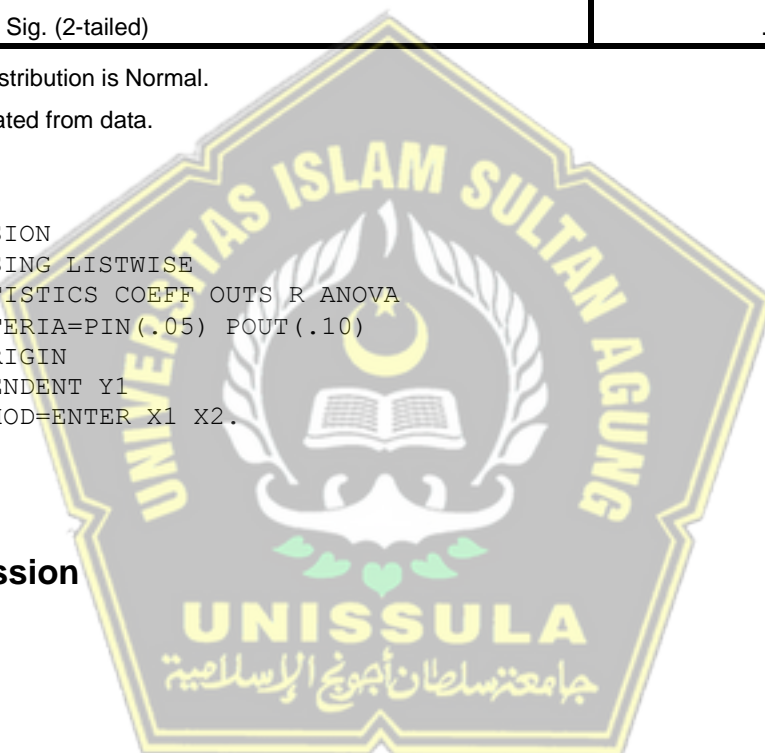
a. Test distribution is Normal.

b. Calculated from data.

```

REGRESSION
  /MISSING LISTWISE
  /STATISTICS COEFF OUTS R ANOVA
  /CRITERIA=PIN(.05) POUT(.10)
  /NOORIGIN
  /DEPENDENT Y1
  /METHOD=ENTER X1 X2.
    
```

Regression



Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | kompensasi, job insecurity ^a | | Enter |

a. All requested variables entered.

b. Dependent Variable: kepuasan kerja

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .729 ^a | .531 | .522 | .93196 |

a. Predictors: (Constant), kompensasi, job insecurity

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 95.461 | 2 | 47.730 | 54.954 | .000 ^a |
| | Residual | 84.249 | 97 | .869 | | |
| | Total | 179.710 | 99 | | | |

a. Predictors: (Constant), kompensasi, job insecurity

b. Dependent Variable: kepuasan kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 12.161 | 1.480 | | 8.217 | .000 |
| | job insecurity | -.303 | .055 | -.512 | -5.551 | .000 |
| | kompensasi | .267 | .088 | .281 | 3.046 | .003 |

a. Dependent Variable: kepuasan kerja

```

REGRESSION
/MISSING LISTWISE
/STATISTICS COEFF OUTS R ANOVA
/CRITERIA=PIN(.05) POUT(.10)
/NOORIGIN
/DEPENDENT Y2
/METHOD=ENTER X1 X2 Y1.
    
```

Regression

Variables Entered/Removed^b

| Model | Variables Entered | Variables Removed | Method |
|-------|---|-------------------|--------|
| 1 | kepuasan kerja, kompensasi, job insecurity ^a | | Enter |

a. All requested variables entered.

b. Dependent Variable: Turn Over Intention

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .765 ^a | .585 | .572 | 1.33603 |

a. Predictors: (Constant), kepuasan kerja, kompensasi, job insecurity

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 241.232 | 3 | 80.411 | 45.049 | .000 ^a |
| | Residual | 171.358 | 96 | 1.785 | | |
| | Total | 412.590 | 99 | | | |

a. Predictors: (Constant), kepuasan kerja, kompensasi, job insecurity

b. Dependent Variable: Turn Over Intention

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.836 | 2.763 | | 1.026 | .307 |
| | job insecurity | -.237 | .090 | -.265 | -2.643 | .010 |
| | kompensasi | .452 | .132 | .314 | 3.434 | .001 |
| | kepuasan kerja | .442 | .146 | .292 | 3.039 | .003 |

a. Dependent Variable: Turn Over Intention

Lampiran 2 Hasil Responden

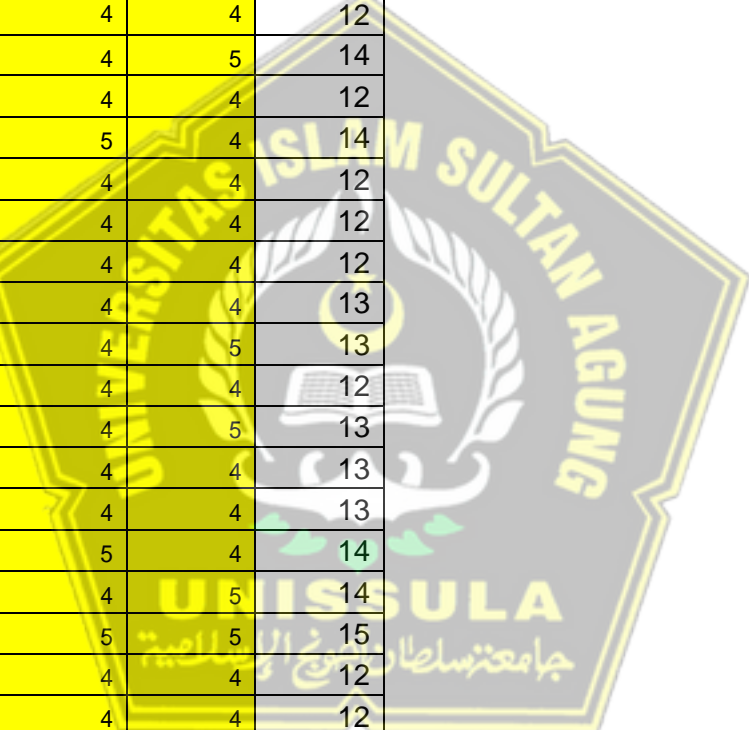
| x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | X1 |
|------|------|------|------|------|----|
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 2 | 6 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 2 | 1 | 1 | 1 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 2 | 3 | 3 | 2 | 3 | 13 |
| 2 | 2 | 2 | 2 | 3 | 11 |
| 2 | 2 | 3 | 3 | 3 | 13 |
| 2 | 2 | 3 | 3 | 2 | 12 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 3 | 2 | 2 | 2 | 11 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 3 | 2 | 1 | 3 | 3 | 12 |
| 2 | 1 | 1 | 1 | 1 | 6 |
| 2 | 1 | 2 | 2 | 2 | 9 |
| 1 | 2 | 3 | 3 | 2 | 11 |
| 1 | 2 | 1 | 2 | 2 | 8 |
| 1 | 2 | 3 | 2 | 2 | 10 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 1 | 2 | 2 | 2 | 1 | 8 |
| 1 | 1 | 1 | 1 | 2 | 6 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 3 | 2 | 11 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 2 | 1 | 2 | 2 | 9 |
| 1 | 2 | 2 | 2 | 2 | 9 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 1 | 1 | 8 |
| 1 | 2 | 2 | 2 | 2 | 9 |
| 2 | 1 | 2 | 1 | 2 | 8 |

| | | | | | |
|---|---|---|---|---|----|
| 2 | 2 | 2 | 1 | 2 | 9 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 1 | 2 | 2 | 2 | 9 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 1 | 2 | 1 | 1 | 1 | 6 |
| 2 | 1 | 3 | 2 | 1 | 9 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 1 | 1 | 2 | 2 | 1 | 7 |
| 1 | 1 | 2 | 2 | 1 | 7 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 1 | 1 | 1 | 2 | 2 | 7 |
| 1 | 1 | 2 | 1 | 1 | 6 |
| 1 | 1 | 1 | 1 | 2 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 2 | 1 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 2 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 2 | 1 | 1 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 2 | 1 | 2 | 1 | 8 |
| 1 | 2 | 2 | 2 | 1 | 8 |
| 1 | 1 | 1 | 2 | 1 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 2 | 2 | 1 | 2 | 1 | 8 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 1 | 2 | 9 |
| 1 | 2 | 1 | 2 | 2 | 8 |
| 2 | 1 | 1 | 2 | 2 | 8 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 2 | 1 | 1 | 6 |

| | | | | | |
|---|---|---|---|---|----|
| 1 | 2 | 1 | 1 | 1 | 6 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 2 | 2 | 1 | 7 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 2 | 2 | 1 | 1 | 1 | 7 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 2 | 2 | 2 | 1 | 2 | 9 |
| 2 | 1 | 2 | 2 | 2 | 9 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 2 | 2 | 2 | 2 | 1 | 9 |
| 2 | 2 | 3 | 2 | 2 | 11 |
| 1 | 2 | 3 | 2 | 2 | 10 |
| 2 | 2 | 2 | 1 | 1 | 8 |
| 2 | 2 | 3 | 2 | 3 | 12 |
| 1 | 1 | 1 | 1 | 2 | 6 |
| 2 | 1 | 1 | 2 | 2 | 8 |
| 2 | 2 | 2 | 2 | 2 | 10 |
| 1 | 1 | 1 | 1 | 1 | 5 |
| 1 | 2 | 1 | 2 | 2 | 8 |

| x2.1 | x2.2 | x2.3 | X2 |
|------|------|------|----|
| 5 | 5 | 4 | 14 |
| 5 | 4 | 4 | 13 |
| 4 | 4 | 4 | 12 |
| 5 | 5 | 5 | 15 |
| 4 | 5 | 5 | 14 |
| 5 | 5 | 5 | 15 |
| 4 | 4 | 4 | 12 |
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| 4 | 4 | 4 | 12 |
| 5 | 5 | 4 | 14 |

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| 5 | 4 | 4 | 13 |
| 3 | 3 | 5 | 11 |
| 4 | 4 | 5 | 13 |
| 2 | 4 | 3 | 9 |
| 5 | 5 | 5 | 15 |
| 4 | 4 | 4 | 12 |
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| 4 | 4 | 4 | 12 |
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| 4 | 4 | 4 | 12 |
| 5 | 5 | 4 | 14 |
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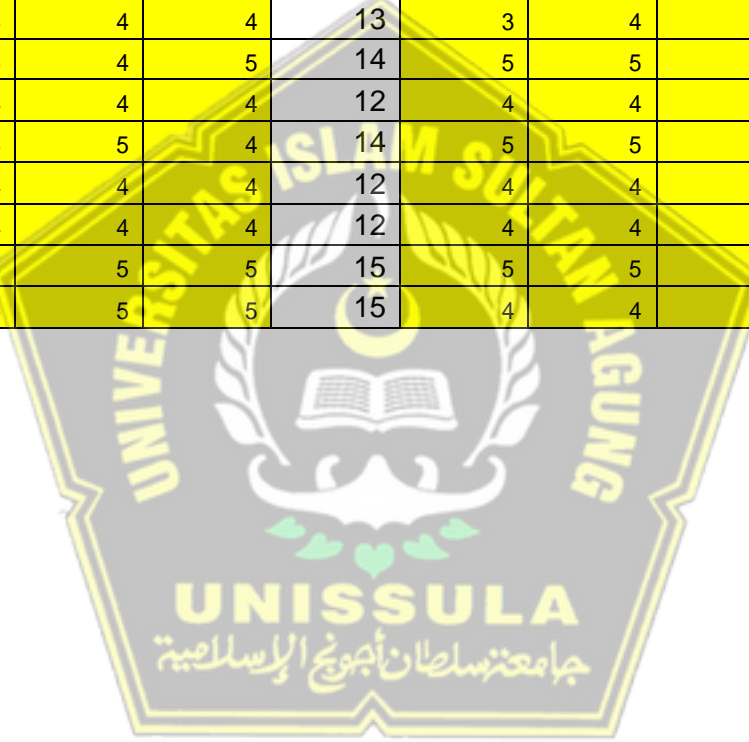


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| 5 | 5 | 5 | 15 |
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| 4 | 5 | 4 | 13 |

| y1.1 | y1.2 | y1.3 | X3 | y2.1 | y2.2 | y2.3 | |
|------|------|------|----|------|------|------|----|
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| 5 | 5 | 5 | 15 | 5 | 5 | 5 | 15 |
| 5 | 5 | 5 | 15 | 4 | 4 | 5 | 13 |



Lampiran 3 Kuesioner

DATA RESPONDEN

1. Nama (Boleh tidak diisi)
2. Jenis Kelamin :
3. Usia :
4. Pendidikan Terakhir :
5. Lama Bekerja :

Keterangan :

1. Sangat Tidak Setuju (STS)
2. Tidak Setuju (TS)
3. Netral (N)
4. Sangat Setuju (SS)
5. Setuju (S)



1. Job Insecurity

| No | Pertanyaan | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Sangat Setuju (SS) | Setuju (S) |
|----|--|---------------------------|-------------------|------------|--------------------|------------|
| 1 | Saya menganggap gaji yang diberikan kurang sesuai. | | | | | |
| 2 | Saya merasa terancam dengan kemungkinan terjadinya pengurangan kompensasi | | | | | |
| 3 | Saya merasa khawatir kehilangan pekerjaan akan mempengaruhi harkat dan martabat karyawan | | | | | |
| 4 | Saya merasa khawatir akan dipecat jika melanggar peraturan perusahaan | | | | | |
| 5 | Saya merasa tidakberdaya dalam menghadapi keadaan yang ada pada lingkungan kerja | | | | | |

2. Kompensasi

| No | Pertanyaan | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Sangat Setuju (SS) | Setuju (S) |
|----|---|---------------------------|-------------------|------------|--------------------|------------|
| 1 | Setiap tahun saya mendapatkan Tunjangan Hari Raya | | | | | |
| 2 | Saya mendapatkan gaji atas pekerjaan saya setiap bulan secara tepat waktu | | | | | |
| 3 | Pimpinan akan memberi penghargaan kepada pegawai yang berprestasi tinggi | | | | | |

3. Kepuasan Kerja

| No | Pertanyaan | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Sangat Setuju (SS) | Setuju (S) |
|----|---|---------------------------|-------------------|------------|--------------------|------------|
| 1 | Saya merasa puas dengan jabatan saya saat ini | | | | | |
| 2 | Saya merasa puas dengan rekan kerja yang ada di perusahaan | | | | | |
| 3 | Saya merasa puas dengan pimpinan kerja yang ada di perusahaan | | | | | |

4. Turnover Intention

| No | Pertanyaan | Sangat Tidak Setuju (STS) | Tidak Setuju (TS) | Netral (N) | Sangat Setuju (SS) | Setuju (S) |
|----|--|---------------------------|-------------------|------------|--------------------|------------|
| 1 | Saya sering berfikir untuk meninggalkan pekerjaan saya | | | | | |
| 2 | Saya sering mencari informasi mengenai pekerjaan lain | | | | | |
| 3 | Saya berfikir untuk berhenti dari pekerjaan saya | | | | | |

