



Lampiran 1 Kuesioner

KUESIONER PENELITIAN PENGARUH *LEADER MEMBER EXCHANGE*, *PERCEIVED ORGANIZATIONAL SUPPORT*, *PSYCHOLOGICAL STRESS*, DAN *TURNOVER INTENTION*

I. Identitas Responden

- Nama : _____
- Divisi : _____
- Jenis Kelamin : Pria Wanita
- Usia : 21 - 30 tahun 31 - 40 tahun > 40 tahun
- Pendidikan : SD SMP SMA
 D3 S1 S2 S3
- Lama bekerja : 0 – 5 tahun 5 – 10 tahun > 10 tahun
- Status : Belum Menikah Menikah
- Status Pekerjaan : Kontrak Tetap

II. Daftar Pertanyaan

Berilah tanda centang (✓) pada salah satu kotak sesuai dengan penilaian dan prioritas anda dalam menilai setiap item indikator.

Keterangan :

STS : Sangat Tidak Setuju

TS : Tidak Setuju

N : Netral

S : Setuju

SS : Sangat Setuju

A. Leader Member Exchange

Leader Member Exchange adalah tingkat kualitas hubungan dan interaksi antara atasan dan karyawan.

No	Indikator	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Atasan saya secara pribadi membantu saya menyelesaikan masalah					
2.	Hubungan saya dengan atasan efektif					
3.	Saya mempunyai kepercayaan terhadap atasan saya dalam mendukung keputusan yang saya ambil					
4.	Atasan mempertimbangkan saran saya					

5.	Saya menjalin hubungan baik dengan atasan					
6.	Atasan mengerti masalah yang sedang saya hadapi					
7.	Atasan mengenali potensi dalam diri saya					

Menurut Anda bagaimana sikap, hubungan, dan interaksi yang baik yang diberikan atasan kepada anda ?

B. Perceived Organizational Support

Perceived Organizational Support adalah persepsi atau keyakinan karyawan mengenai sejauh mana organisasi peduli, menghargai kontribusi, dan kesejahteraan karyawan.

No	Indikator	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Organisasi saya menghargai pencapaian saya					
2.	Organisasi saya peduli dengan kesejahteraan saya					
3.	Organisasi saya menghargai kontribusi saya					
4.	Organisasi saya mempertimbangkan tujuan saya bekerja					
5.	Organisasi saya sangat peduli dengan saya					
6.	Organisasi saya bersedia membantu saya					

Menurut Anda bagaimana dukungan organisasi yang baik dalam menghargai kontribusi yang telah Anda berikan ?

C. Psychological Stress

Psychological Stress adalah suatu kondisi ketegangan dan ketidakseimbangan antara karakteristik pribadi dengan karakteristik aspek pekerjaannya yang ditandai dengan gejala tertentu sehingga mempengaruhi emosi, proses berpikir dan mental seseorang dalam bekerja.

No	Indikator	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Jam kerja saya lebih dari jam kerja normal					
2.	Saya harus bekerja disaat hari libur					
3.	Saya dapat membuat keputusan tentang bagaimana pengimplementasian tugas-tugas saya					

4.	Saya ditugaskan sesuai kualifikasi yang saya kuasai, dan yang saya pelajari dari pelatihan di tempat kerja					
5.	Alokasi pekerjaan yang adil walaupun diluar tanggung jawab saya					
6.	Iklim kerja di tempat kerja saya menyenangkan					

Menurut Anda faktor apa yang sering menjadi penyebab munculnya stres yang mempengaruhi psikologi anda ?

D. Turnover Intention

Turnover Intention adalah keinginan dari seorang karyawan untuk berhenti dari tempat bekerjanya saat ini

No	Indikator	Pilihan Jawaban				
		STS	TS	N	S	SS
1.	Saya sering berpikir untuk berhenti dari pekerjaan saya saat ini					
2.	Saya selalu mencari pekerjaan yang lebih baik					
3.	Tidak banyak yang saya peroleh dari pekerjaan saat ini					
4.	Pekerjaan saya saat ini tidak memiliki prospek masa depan yang bagus					

Apa alasan atau faktor lain yang mendorong Bapak/Ibu/Saudara untuk berkeinginan keluar dari perusahaan saat ini Anda bekerja ?

Lampiran 2 Identitas Responden

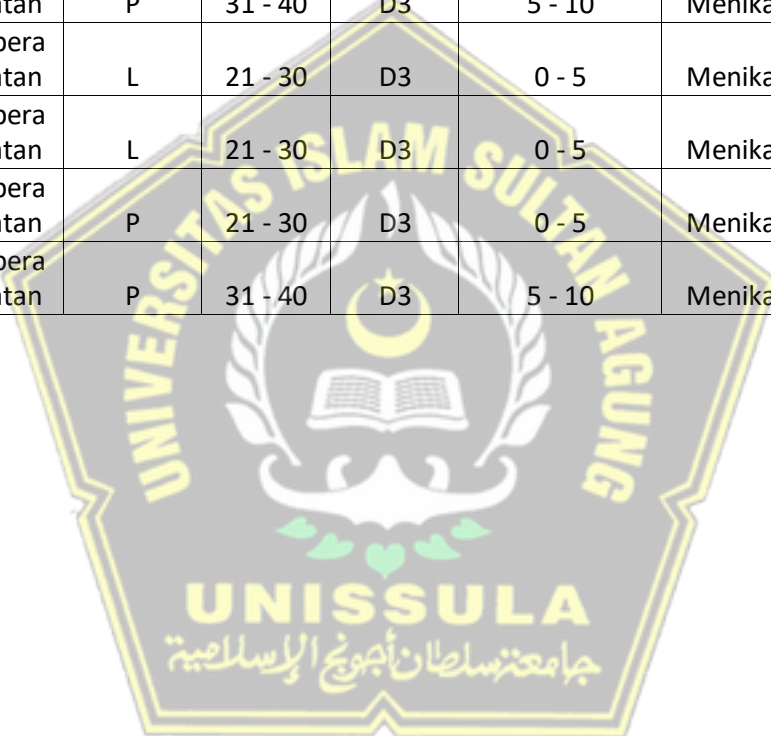
No	Divisi	Jenis Kelamin	Usia (tahun)	Pendidikan	Lama Bekerja (tahun)	Status	Status Pekerjaan
1	Keperawatan	P	21 - 30	S1	5 - 10	Belum Menikah	Pekerja Tetap
2	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
3	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
4	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
5	Keperawatan	P	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
6	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
7	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
8	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
9	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
10	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
11	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
12	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
13	Keperawatan	P	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
14	Keperawatan	P	21 - 30	S1	5 - 10	Menikah	Pekerja Tetap
15	Keperawatan	P	21 - 30	S1	5 - 10	Menikah	Pekerja Tetap
16	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
17	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
18	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
19	Keperawatan	P	21 - 30	D3	5 - 10	Belum Menikah	Pekerja Tetap
20	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
21	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja

	watan						Tetap
22	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
23	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
24	Keperawatan	P	31 - 40	S1	> 10	Menikah	Pekerja Tetap
25	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
26	Keperawatan	L	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
27	Keperawatan	P	21 - 30	S1	5 - 10	Menikah	Pekerja Tetap
28	Keperawatan	P	21 - 30	D3	5 - 10	Belum Menikah	Pekerja Tetap
29	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
30	Keperawatan	P	31 - 40	S1	5 - 10	Belum Menikah	Pekerja Tetap
31	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
32	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
33	Keperawatan	L	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
34	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
35	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
36	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
37	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
38	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
39	Keperawatan	P	21 - 30	S1	5 - 10	Menikah	Pekerja Tetap
40	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
41	Keperawatan	P	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
42	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
43	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
44	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja

	watan						Tetap
45	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
46	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
47	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
48	Keperawatan	L	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
49	Keperawatan	P	31 - 40	S1	0 - 5	Menikah	Pekerja Tetap
50	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
51	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
52	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
53	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
54	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
55	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
56	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
57	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
58	Keperawatan	L	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
59	Keperawatan	L	21 - 30	S1	0 - 5	Belum Menikah	Pekerja Tetap
60	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
61	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
62	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
63	Keperawatan	L	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
64	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
65	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
66	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
67	Keperawatan	L	21 - 30	D3	0 - 5	Menikah	Pekerja

	watan						Tetap
68	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
69	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
70	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
71	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
72	Keperawatan	L	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
73	Keperawatan	P	21 - 30	S1	0 - 5	Menikah	Pekerja Tetap
74	Keperawatan	P	> 40	D3	> 10	Menikah	Pekerja Tetap
75	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
76	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
77	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
78	Keperawatan	L	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
79	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
80	Keperawatan	P	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
81	Keperawatan	P	31 - 40	S1	> 10	Menikah	Pekerja Tetap
82	Keperawatan	L	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
83	Keperawatan	L	31 - 40	D3	> 10	Menikah	Pekerja Tetap
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85	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
86	Keperawatan	P	31 - 40	D3	> 10	Menikah	Pekerja Tetap
87	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
88	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
89	Keperawatan	L	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
90	Keperawatan	P	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap

	watan					Menikah	Tetap
91	Keperawatan	P	31 - 40	S1	5 - 10	Menikah	Pekerja Tetap
92	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
93	Keperawatan	P	21 - 30	D3	5 - 10	Menikah	Pekerja Tetap
94	Keperawatan	L	21 - 30	D3	0 - 5	Belum Menikah	Pekerja Tetap
95	Keperawatan	P	31 - 40	D3	0 - 5	Menikah	Pekerja Tetap
96	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap
97	Keperawatan	L	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
98	Keperawatan	L	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
99	Keperawatan	P	21 - 30	D3	0 - 5	Menikah	Pekerja Tetap
100	Keperawatan	P	31 - 40	D3	5 - 10	Menikah	Pekerja Tetap



Lampiran 3 Data Kuesioner

No	LMX							Total	POS						Total	PS						Total	TI				Total
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7	4	4	4	4	4	4	4	28	4	4	5	4	3	4	24	2	2	4	4	3	4	19	1	2	1	2	6
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61	3	3	3	4	4	2	3	22	3	3	3	3	2	2	16	4	4	3	4	3	3	21	4	3	3	3	13
62	4	4	4	3	4	3	4	26	4	3	4	4	4	4	23	2	2	2	3	3	2	14	1	2	2	1	6
63	3	3	3	4	4	2	3	22	3	3	3	3	2	2	16	4	4	3	4	3	3	21	4	4	3	3	14
64	4	4	4	3	5	4	4	28	4	3	3	3	3	3	19	2	2	3	3	3	2	15	1	1	2	2	6
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68	4	4	5	3	3	4	3	26	4	4	4	3	4	3	22	3	3	3	3	3	3	18	2	2	2	2	8
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77	4	3	3	4	5	3	4	26	5	4	4	4	4	4	25	2	2	2	3	2	2	13	2	2	2	2	8

78	3	3	3	4	3	4	3	23	4	3	4	3	3	3	20	4	3	3	2	4	3	19	3	3	3	3	12
79	4	3	5	4	3	3	4	26	4	4	3	4	4	3	22	3	3	2	4	3	3	18	2	2	2	2	8
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81	3	4	4	4	3	3	4	25	3	3	4	4	3	3	20	1	1	3	4	2	3	14	1	2	2	1	6
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89	3	3	3	3	3	2	2	19	3	2	2	3	3	3	16	4	4	3	4	4	4	23	4	4	3	3	14
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91	5	4	4	4	3	4	4	28	5	4	5	4	4	3	25	2	1	3	4	3	3	16	1	1	2	2	6
92	3	4	4	4	3	3	4	25	5	5	5	4	5	5	29	2	2	4	4	2	3	17	1	2	2	1	6
93	4	4	3	4	5	4	3	27	5	4	5	4	5	5	28	2	2	3	4	3	3	17	2	2	2	2	8
94	4	3	4	4	3	4	4	26	3	3	4	4	3	3	20	3	3	3	4	2	2	17	1	2	3	2	8
95	3	3	4	4	3	3	4	24	3	4	3	4	3	3	20	2	1	3	3	3	3	15	1	1	2	2	6
96	5	3	4	4	3	3	4	26	3	4	3	3	3	3	19	2	1	3	3	2	3	14	1	2	1	1	5
97	4	4	4	3	4	3	4	26	5	3	4	4	5	5	26	2	2	3	3	1	3	14	1	1	3	3	8
98	2	2	3	2	3	2	2	16	2	3	2	3	2	2	14	4	4	3	4	2	4	21	3	4	4	3	14
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Lampiran 4 Hasil Deskripsi Variabel

Variabel *Leader Member Exchange* (X1)

Frequency Table

X1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.0	2.0	2.0
TS	14	14.0	14.0	16.0
N	27	27.0	27.0	43.0
S	49	49.0	49.0	92.0
SS	8	8.0	8.0	100.0
Total	100	100.0	100.0	

X1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.0	1.0	1.0
TS	11	11.0	11.0	12.0
N	34	34.0	34.0	46.0
S	53	53.0	53.0	99.0
SS	1	1.0	1.0	100.0
Total	100	100.0	100.0	

X1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	8	8.0	8.0	11.0
N	39	39.0	39.0	50.0
S	40	40.0	40.0	90.0
SS	10	10.0	10.0	100.0
Total	100	100.0	100.0	

X1.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	5	5.0	5.0	5.0
TS	12	12.0	12.0	17.0
N	22	22.0	22.0	39.0
S	57	57.0	57.0	96.0
SS	4	4.0	4.0	100.0
Total	100	100.0	100.0	

X1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	10	10.0	10.0	13.0
N	35	35.0	35.0	48.0
S	36	36.0	36.0	84.0
SS	16	16.0	16.0	100.0
Total	100	100.0	100.0	

X1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.0	1.0	1.0
TS	15	15.0	15.0	16.0
N	29	29.0	29.0	45.0
S	51	51.0	51.0	96.0
SS	4	4.0	4.0	100.0
Total	100	100.0	100.0	

X1.7

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	13	13.0	13.0	16.0
N	24	24.0	24.0	40.0
S	60	60.0	60.0	100.0
Total	100	100.0	100.0	

Variabel Perceived Organizational Support (X2)

Frequency Table

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	9	9.0	9.0	9.0
N	38	38.0	38.0	47.0
S	40	40.0	40.0	87.0
SS	13	13.0	13.0	100.0
Total	100	100.0	100.0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	1	1.0	1.0	1.0
TS	7	7.0	7.0	8.0
N	43	43.0	43.0	51.0
S	36	36.0	36.0	87.0
SS	13	13.0	13.0	100.0
Total	100	100.0	100.0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	11	11.0	11.0	14.0
N	31	31.0	31.0	45.0
S	48	48.0	48.0	93.0
SS	7	7.0	7.0	100.0
Total	100	100.0	100.0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	6	6.0	6.0	9.0
N	40	40.0	40.0	49.0
S	44	44.0	44.0	93.0
SS	7	7.0	7.0	100.0
Total	100	100.0	100.0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2.0	2.0	2.0
TS	9	9.0	9.0	11.0
N	45	45.0	45.0	56.0
S	34	34.0	34.0	90.0
SS	10	10.0	10.0	100.0
Total	100	100.0	100.0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3.0	3.0	3.0
TS	12	12.0	12.0	15.0
N	35	35.0	35.0	50.0
S	37	37.0	37.0	87.0
SS	13	13.0	13.0	100.0
Total	100	100.0	100.0	

Variabel *Psychological Stress* (Y1)

Frequency Table

Y1.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	20	20.0	20.0	20.0
TS	46	46.0	46.0	66.0
N	14	14.0	14.0	80.0
S	20	20.0	20.0	100.0
Total	100	100.0	100.0	

Y1.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	23	23.0	23.0	23.0
TS	36	36.0	36.0	59.0
N	21	21.0	21.0	80.0
S	20	20.0	20.0	100.0
Total	100	100.0	100.0	

Y1.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	25	25.0	25.0	25.0
N	56	56.0	56.0	81.0
S	19	19.0	19.0	100.0
Total	100	100.0	100.0	

Y1.4

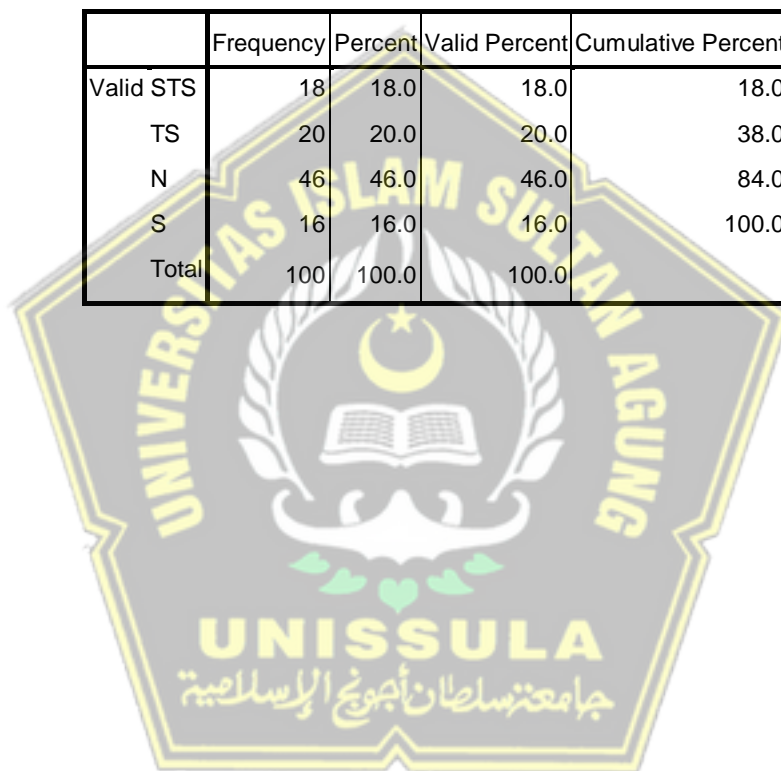
	Frequency	Percent	Valid Percent	Cumulative Percent
Valid TS	2	2.0	2.0	2.0
N	54	54.0	54.0	56.0
S	44	44.0	44.0	100.0
Total	100	100.0	100.0	

Y1.5

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	7	7.0	7.0	7.0
TS	31	31.0	31.0	38.0
N	49	49.0	49.0	87.0
S	13	13.0	13.0	100.0
Total	100	100.0	100.0	

Y1.6

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	18	18.0	18.0	18.0
TS	20	20.0	20.0	38.0
N	46	46.0	46.0	84.0
S	16	16.0	16.0	100.0
Total	100	100.0	100.0	



Variabel Turnover Intention (X2)

Frequency Table

Y2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	46	46.0	46.0	46.0
TS	25	25.0	25.0	71.0
N	13	13.0	13.0	84.0
S	16	16.0	16.0	100.0
Total	100	100.0	100.0	

Y2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	24	24.0	24.0	24.0
TS	44	44.0	44.0	68.0
N	17	17.0	17.0	85.0
S	15	15.0	15.0	100.0
Total	100	100.0	100.0	

Y2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	26	26.0	26.0	26.0
TS	40	40.0	40.0	66.0
N	25	25.0	25.0	91.0
S	9	9.0	9.0	100.0
Total	100	100.0	100.0	

Y2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	24	24.0	24.0	24.0
TS	43	43.0	43.0	67.0
N	20	20.0	20.0	87.0
S	13	13.0	13.0	100.0
Total	100	100.0	100.0	

Lampiran 5 Uji Validitas

Variabel *Leader Member Exchange* (X1)

Correlations

		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	TOTAL
X1.1	Pearson Correlation	1	.682**	.631**	.679**	.725**	.609**	.710**	.871**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
X1.2	Pearson Correlation	.682**	1	.621**	.597**	.573**	.678**	.653**	.817**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
X1.3	Pearson Correlation	.631**	.621**	1	.608**	.533**	.568**	.629**	.791**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
X1.4	Pearson Correlation	.679**	.597**	.608**	1	.581**	.610**	.682**	.824**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100
X1.5	Pearson Correlation	.725**	.573**	.533**	.581**	1	.598**	.667**	.815**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100	100
X1.6	Pearson Correlation	.609**	.678**	.568**	.610**	.598**	1	.700**	.815**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100	100
X1.7	Pearson Correlation	.710**	.653**	.629**	.682**	.667**	.700**	1	.867**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100	100
TOTAL	Pearson Correlation	.871**	.817**	.791**	.824**	.815**	.815**	.867**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100

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

Variabel Perceived Organizational Support (X2)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	TOTAL
X2.1	Pearson Correlation	1	.499**	.658**	.565**	.626**	.644**	.810**
	Sig. (2-tailed)		.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100
X2.2	Pearson Correlation	.499**	1	.524**	.496**	.528**	.544**	.728**
	Sig. (2-tailed)	.000		.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100
X2.3	Pearson Correlation	.658**	.524**	1	.697**	.570**	.687**	.844**
	Sig. (2-tailed)	.000	.000		.000	.000	.000	.000
	N	100	100	100	100	100	100	100
X2.4	Pearson Correlation	.565**	.496**	.697**	1	.534**	.692**	.810**
	Sig. (2-tailed)	.000	.000	.000		.000	.000	.000
	N	100	100	100	100	100	100	100
X2.5	Pearson Correlation	.626**	.528**	.570**	.534**	1	.778**	.824**
	Sig. (2-tailed)	.000	.000	.000	.000		.000	.000
	N	100	100	100	100	100	100	100
X2.6	Pearson Correlation	.644**	.544**	.687**	.692**	.778**	1	.892**
	Sig. (2-tailed)	.000	.000	.000	.000	.000		.000
	N	100	100	100	100	100	100	100
TOTAL	Pearson Correlation	.810**	.728**	.844**	.810**	.824**	.892**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100

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

Variabel Psychological Stress (Y1)**Correlations**

		Y1.1	Y1.2	Y1.3	Y1.4	Y1.5	Y1.6	TOTAL
Y1.1	Pearson Correlation	1	.813**	.419**	.310**	.615**	.521**	.880**
	Sig. (2-tailed)		.000	.000	.002	.000	.000	.000
	N	100	100	100	100	100	100	100
Y1.2	Pearson Correlation	.813**	1	.380**	.198*	.513**	.560**	.847**
	Sig. (2-tailed)	.000		.000	.048	.000	.000	.000
	N	100	100	100	100	100	100	100
Y1.3	Pearson Correlation	.419**	.380**	1	.299**	.310**	.388**	.604**
	Sig. (2-tailed)	.000	.000		.003	.002	.000	.000
	N	100	100	100	100	100	100	100
Y1.4	Pearson Correlation	.310**	.198*	.299**	1	.058	.192	.396**
	Sig. (2-tailed)	.002	.048	.003		.564	.056	.000
	N	100	100	100	100	100	100	100
Y1.5	Pearson Correlation	.615**	.513**	.310**	.058	1	.666**	.754**
	Sig. (2-tailed)	.000	.000	.002	.564		.000	.000
	N	100	100	100	100	100	100	100
Y1.6	Pearson Correlation	.521**	.560**	.388**	.192	.666**	1	.790**
	Sig. (2-tailed)	.000	.000	.000	.056	.000		.000
	N	100	100	100	100	100	100	100
TOTAL	Pearson Correlation	.880**	.847**	.604**	.396**	.754**	.790**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100

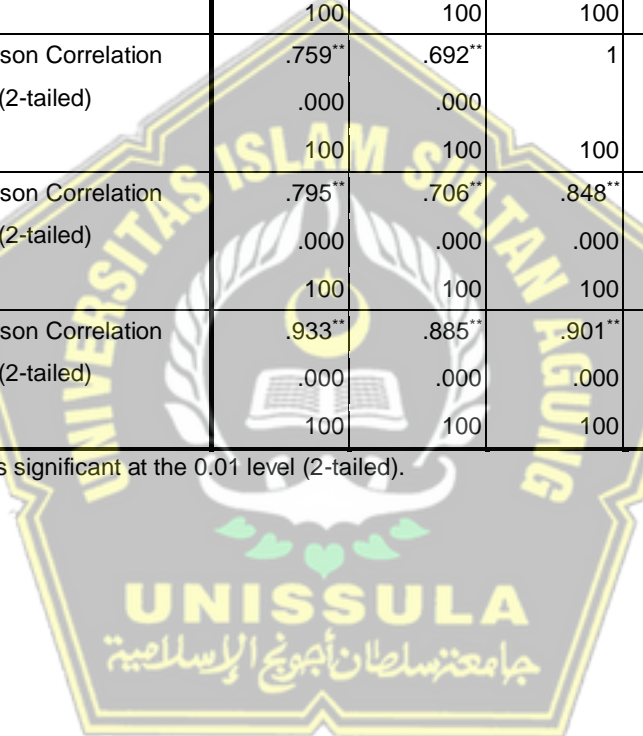
** . Correlation is significant at the 0.01 level (2-tailed).

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

Variabel Turnover Intention (X2)**Correlations**

		Y2.1	Y2.2	Y2.3	Y2.4	TOTAL
Y2.1	Pearson Correlation	1	.813**	.759**	.795**	.933**
	Sig. (2-tailed)		.000	.000	.000	.000
	N	100	100	100	100	100
Y2.2	Pearson Correlation	.813**	1	.692**	.706**	.885**
	Sig. (2-tailed)	.000		.000	.000	.000
	N	100	100	100	100	100
Y2.3	Pearson Correlation	.759**	.692**	1	.848**	.901**
	Sig. (2-tailed)	.000	.000		.000	.000
	N	100	100	100	100	100
Y2.4	Pearson Correlation	.795**	.706**	.848**	1	.917**
	Sig. (2-tailed)	.000	.000	.000		.000
	N	100	100	100	100	100
TOTAL	Pearson Correlation	.933**	.885**	.901**	.917**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	100	100	100	100	100

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



Lampiran 6 Uji Reliabilitas

X1

```
RELIABILITY
/VARIABLES=X1.1 X1.2 X1.3 X1.4 X1.5 X1.6 X1.7
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA

/SUMMARY=TOTAL
```

Reliability Statistics

Cronbach's Alpha	N of Items
.922	7

X2

```
RELIABILITY
/VARIABLES=X2.1 X2.2 X2.3 X2.4 X2.5 X2.6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA

/SUMMARY=TOTAL.
```

Reliability Statistics

Cronbach's Alpha	N of Items
.902	6

Y1

```
RELIABILITY
/VARIABLES=Y1.1 Y1.2 Y1.3 Y1.4 Y1.5 Y1.6
/SCALE('ALL VARIABLES') ALL
/MODEL=ALPHA

/SUMMARY=TOTAL.
```

Reliability Statistics

Cronbach's Alpha	N of Items
.824	6

Y2

```
RELIABILITY  
/VARIABLES=Y2.1 Y2.2 Y2.3 Y2.4  
/SCALE('ALL VARIABLES') ALL  
/MODEL=ALPHA  
  
/SUMMARY=TOTAL.
```

Reliability Statistics

Cronbach's Alpha	N of Items
.929	4



Lampiran 7 Uji Asumsi Klasik

Uji Normalitas

Model Regresi 1

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	2.96414929
Most Extreme Differences	Absolute	.050
	Positive	.050
	Negative	-.037
Kolmogorov-Smirnov Z		.503
Asymp. Sig. (2-tailed)		.962

a. Test distribution is Normal.

Model regresi 2

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		100
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	1.99310345
Most Extreme Differences	Absolute	.069
	Positive	.069
	Negative	-.057
Kolmogorov-Smirnov Z		.686
Asymp. Sig. (2-tailed)		.735

a. Test distribution is Normal.

Uji Multikolinieritas

Model Regresi 1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	28.177	1.571		17.933	.000		
	Leader Member Exchange	-.251	.092	-.338	-2.717	.008	.415	2.410
	Perceived Organizational Support	-.276	.109	-.316	-2.541	.013	.415	2.410

a. Dependent Variable: Psychological Stress

Model Regresi 2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.241	2.206		6.908	.000		
	Leader Member Exchange	-.243	.065	-.339	-3.750	.000	.386	2.593
	Perceived Organizational Support	-.265	.076	-.315	-3.496	.001	.389	2.570
	Psychological Stress	.291	.069	.302	4.242	.000	.623	1.606

a. Dependent Variable: Turnover Intention

Uji Heteroskedastisitas

Model 1

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.075	.893		.084	.933
	Leader Member Exchange	.049	.052	.143	.941	.349
	Perceived Organizational Support	.054	.062	.132	.866	.389

a. Dependent Variable: Abs_Res1

Model 2

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-.265	1.395		-.190	.850
	Leader Member Exchange	.039	.041	.155	.961	.339
	Perceived Organizational Support	-.020	.048	-.068	-.427	.671
	Psychological Stress	.077	.043	.224	1.771	.080

a. Dependent Variable: Abs_Res2

Lampiran 8 Uji Regresi Linie Berganda

Model 1

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Perceived Organizational Support, Leader Member Exchange ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: Psychological Stress

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.614 ^a	.377	.365	2.995

a. Predictors: (Constant), Perceived Organizational Support, Leader Member Exchange

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	527.208	2	263.604	29.396	.000 ^a
	Residual	869.832	97	8.967		
	Total	1397.040	99			

a. Predictors: (Constant), Perceived Organizational Support, Leader Member Exchange

b. Dependent Variable: Psychological Stress

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	28.177	1.571		17.933	.000
	Leader Member Exchange	-.251	.092	-.338	-2.717	.008
	Perceived Organizational Support	-.276	.109	-.316	-2.541	.013

a. Dependent Variable: Psychological Stress

Model 2

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Psychological Stress, Perceived Organizational Support, Leader Member Exchange ^a		. 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	.835 ^a	.697	.687	2.024

a. Predictors: (Constant), Psychological Stress, Perceived Organizational Support, Leader Member Exchange

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	904.516	3	301.505	73.599	.000 ^a
	Residual	393.274	96	4.097		
	Total	1297.790	99			

a. Predictors: (Constant), Psychological Stress, Perceived Organizational Support, Leader Member Exchange

b. Dependent Variable: Turnover Intention

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.241	2.206		6.908	.000
Leader Member Exchange	-.243	.065	-.339	-3.750	.000
Perceived Organizational Support	-.265	.076	-.315	-3.496	.001
Psychological Stress	.291	.069	.302	4.242	.000

a. Dependent Variable: Turnover Intention