

# LAMPIRAN

# Lampiran 1



Bandar Lampung, 14 Juli 2023

Nomor : Penelitian.025/DMJ/DFEB/BAAK/VII- 23  
Lampiran : -  
Perihal : Permohonan Izin Penelitian

Kepada Yth,  
**Kepala Tunas Honda Pramuka Rajabasa**  
Di -  
Jl. Pramuka, Rajabasa, Kec. Rajabasa, Bandar Lampung

Dengan hormat,

Berdasarkan dengan peraturan Akademik Institut Informatika dan Bisnis (IIB) Darmajaya bahwa mahasiswa/i Strata Satu (S1) yang akan menyelesaikan studinya diwajibkan untuk memiliki pengalaman kerja dengan melaksanakan Penelitian dan membuat laporan yang waktunya sesuai dengan kalender Institut Informatika dan Bisnis (IIB) Darmajaya Darmajaya.

Untuk itu kami mohon kerja sama Bapak/Ibu agar kiranya dapat menerima mahasiswa/i untuk melakukan Penelitian, yang pelaksanaannya dimulai dari tanggal **18 Juli 2023 s.d 18 Agustus 2023** (selama satu bulan )

Adapun mahasiswa/i tersebut adalah :

**Nama** : Rizqi Lenggogeni Putri  
**NPM** : 1912110244  
**Jurusan** : S1 Manajemen  
**Jenjang** : Strata Satu (S1)

Demikian permohonan ini dibuat, atas perhatian dan kerjasama yang baik kami ucapkan terimakasih.



Tembusan:  
1. Program Studi S1 Manajemen  
2. Arsip

## Lampiran 2



**PT. TUNAS DWIPA MATRA RAJABASA LAMPUNG**  
Jalan Pramuka No. 1 Rajabasa, Kec. Rajabasa  
Kota Bandar Lampung, Telepon 0878-9866-500.

Bandar Lampung, 25 Juli 2023

No : 043/PLR/HRD/XII-2023  
Perihal : Persetujuan Izin Penelitian  
Lampiran :-

Kepada Yth.  
Dekan Fakultas Ekonomi dan Bisnis  
IBI Darmajaya  
Di -  
Bandar Lampung

Sehubungan dengan surat nomor Penelitian.025/DMJ/DFEB/BAAK/VII-23, tanggal 14 Juli 2023 Perihal : permohonan izin penelitian, dengan ini diberitahukan bahwa kami dapat menerima Mahasiswa/i IBI Darmajaya untuk melakukan penelitian di PT. Tunas Dwipa Matra Rajabasa Lampung.

Adapun Mahasiswa/i yang kami terima untuk Penelitian adalah :

Nama : Rizqi Lenggogeni Putri  
NPM : 1912110244  
Program Studi : S1 Manajemen

Demikian disampaikan atas perhatiannya, kami ucapkan terima kasih.

PT. Tunas Dwipa Matra Bandar Lampung

**Hadi Kurniawan**

Manager Departement HRD

## Lampiran 3



**INSTITUT INFORMATIKA DAN BISNIS DARMAJAYA**  
**FAKULTAS EKONOMI DAN BISNIS**

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Jalan Zainal Abidin Pagar Alam No. 93. Lampung 35142

### **KUESIONER**

**“PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP *TURNOVER INTENTION* KARYAWAN PT. TUNAS DWIPA MATRA RAJABASA LAMPUNG”**

### **IDENTITAS PENULIS**

Nama : Rizqi Lenggogeni Putri  
Npm : 1912110244  
Jurusan : S1 Manajemen  
Dosen Pembimbing : Yan Aditiya Pratama, M.Pd., BI, M.M  
Alamat : Jl. Kopi No. 4A, gedung meneng  
Email : Rizkylenggogeni@gmail.com

Bandar Lampung, 24 Juli 2023

Hal : Mohon Bantuan Pengisian Kuesioner

Kepada Yth.  
Bapak/Ibu/ Sdr/i  
Karyawan PT. Tunas Dwipa Matra

Di

Tempat

Dengan Hormat,

Berkenanya dengan penelitian yang saya lakukan dalam rangka menyelesaikan studi pada program strata satu (S1) Manajemen IIB Darmajaya Bandar Lampung Tentang **“PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP *TURNOVER INTENTION* KARYAWAN PT. TUNAS DWIPA MATRA RAJABASA LAMPUNG”** maka saya mohon kesediaan Bapak/Ibu/Sdr/i untuk mengisi Kuesioner terlampir.

Penelitian ini diharapkan dapat memberikan hasil yang bermanfaat, oleh karenanya diharapkan kesediaan Bapak/Ibu/Sdr/i untuk menjawab kuesioner ini dengan sejujurnya.

Perlu diberitahukan bahwa informasi yang Bapak/Ibu/Sdr/i berikan semata-mata untuk kepentingan penelitian ini. Untuk itu saya menjamin kerahasiaannya.

Atas perhatian, bantuan dan kerjsama yang baik dari Bapak/Ibu/Sdr/i, saya mengucapkan terimakasih.

Hormat saya,

Peneliti

Rizqi Lenggogeni Putri  
1912110244

## KUESIONER

Pernyataan dibawah ini dalam rangka penelitian skripsi dengan judul :

**“PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP  
TURNOVER INTENTION KARYAWAN PT. TUNAS DWIPA MATRA  
RAJABASA LAMPUNG”**

Petunjuk Pengisian :

1. Jawablah pertanyaan yang dianjurkan dibawah ini dengan benar dan jujur
2. Berilah tanda ceklis (√) Jadi salah satu jawaban yang benar.

### I. KARAKTERISTIK RESPONDEN :

1. Jenis Kelamin :  Laki - Laki  
 Perempuan
2. Usia :  17 - 30 Tahun  
 31 - 40 Tahun  
 41- 55 Tahun
3. Tingkat Pendidikan :  SMA/SMK  
 D3  
 S1
4. Masa Kerja :  1 - 5 Tahun  
 6 - 10 Tahun  
 11 - 15 Tahun  
 16 - 20 Tahun  
 > 21 Tahun

**II. PENGARUH BEBAN KERJA DAN STRES KERJA TERHADAP *TURNOVER INTENTION* KARYAWAN PT. TUNAS DWIPA MATRA RAJABASA LAMPUNG.**

Pada bagian ini, Bapak/Ibu diminta **membubuhkan tanda cek (√)** pada salah satu alternative jawaban yang menurut Bapak/Ibu paling tepat pada kolom yang telah tersedia.

**Keterangan :**

| <b>Simbol</b> | <b>Kategori</b>    | <b>Nilai/Bobot</b> |
|---------------|--------------------|--------------------|
| SS            | Sangat Setuju      | 5                  |
| S             | Setuju             | 4                  |
| CS            | Cukup Setuju       | 3                  |
| TS            | Tidak Setuju       | 2                  |
| STS           | Sangat Tidak Setuu | 1                  |

## 1. Beban Kerja

| Beban Kerja (X1)                 |  |    |   |    |    |     |
|----------------------------------|--|----|---|----|----|-----|
| No.                              | Pernyataan   | SS | S | CS | TS | STS |
| <b>Target Yang Harus Dicapai</b> |  |    |   |    |    |     |
| 1                                | Karyawan mengerjakan banyak pekerjaan setiap harinya yang harus segera diselesaikan                |    |   |    |    |     |
| 2                                | Target yang harus dicapai karyawan sudah jelas   |    |   |    |    |     |
| 3                                | Target yang harus dicapai karyawan dalam pekerjaan terlalu tinggi                                  |    |   |    |    |     |
| <b>Kondisi Pekerjaan</b>         |  |    |   |    |    |     |
| 4                                | Karyawan sering mengerjakan dua/lebih pekerjaan dalam waktu yang bersamaan                         |    |   |    |    |     |
| 5                                | Karyawan bisa mengatasi permasalahan diluar <i>job description</i>                                 |    |   |    |    |     |
| 6                                | Karyawan merasa pekerjaan yang dikerjakan terlalu banyak   |    |   |    |    |     |
| <b>Penggunaan Waktu</b>          |  |    |   |    |    |     |
| 7                                | Pekerjaan yang diberikan terkadang sifatnya mendadak dengan jangka waktu yang singkat              |    |   |    |    |     |
| 8                                | Waktu yang diberikan pimpinan untuk menyelesaikan pekerjaan sudah cukup                            |    |   |    |    |     |
| 9                                | Karyawan merasa pekerjaan yang harus dikerjakan berpacu dengan waktu (deadline)                    |    |   |    |    |     |
| <b>Standar Pekerjaan</b>         |  |    |   |    |    |     |
| 10                               | Karyawan mengerjakan tugas sesuai SOP  |    |   |    |    |     |
| 11                               | Karyawan merasa beban pekerjaan yang karyawan kerjakan sudah sesuai dengan kemampuan               |    |   |    |    |     |
| 12                               | Karyawan merasa pimpinan memberikan wewenang pekerjaan sesuai dengan tanggung jawab yang diberikan |    |   |    |    |     |

Sumber : Rumawas et al., (2021)



## 2. Stres Kerja

| Stres Kerja (X2)              |   |    |   |    |    |     |
|-------------------------------|---|----|---|----|----|-----|
| No.                           | Pernyataan  | SS | S | CS | TS | STS |
| <b>Tuntutan Tugas</b>         |   |    |   |    |    |     |
| 1                             | Pekerjaan yang dikerjakan membuat karyawan tertekan   |    |   |    |    |     |
| 2                             | Karyawan mengerjakan tugas sesuai dengan target   |    |   |    |    |     |
| 3                             | Pekerjaan yang karyawan lakukan sering mengalami hambatan                                     |    |   |    |    |     |
| <b>Tuntutan Peran</b>         |   |    |   |    |    |     |
| 4                             | Karyawan memiliki tanggung jawab yang besar dalam pekerjaannya                                |    |   |    |    |     |
| 5                             | Karyawan dituntut untuk bisa mengerjakan disegala bidang pekerjaan                            |    |   |    |    |     |
| 6                             | Karyawan dituntut untuk berperan aktif terhadap proses terlaksananya pekerjaan yang diberikan |    |   |    |    |     |
| <b>Tuntutan Antar Pribadi</b> |   |    |   |    |    |     |
| 7                             | Pimpinan melakukan tindakan pilih kasih terhadap para karyawan                                |    |   |    |    |     |
| 8                             | Karyawan bersaing dalam mencapai prestasi kerja   |    |   |    |    |     |
| 9                             | Karyawan merasa resah apabila terdapat persaingan yang tidak sehat antara rekan sekerja       |    |   |    |    |     |
| <b>Kepemimpinan</b>           |   |    |   |    |    |     |
| 10                            | Pemimpin selalu memberikan motivasi kepada karyawan didalam perusahaan                        |    |   |    |    |     |
| 11                            | Pemimpin bisa membantu permasalahan karyawan didalam perusahaan                               |    |   |    |    |     |
| 12                            | Pimpinan dapat menerima ide dan masukan dari bawahannya                                       |    |   |    |    |     |

Sumber: Sudarusman et al., (2022)

### 3. Turnover Intention

| <b>Turnover Intention (Y)</b>         |  |           |          |           |           |            |
|---------------------------------------|--|-----------|----------|-----------|-----------|------------|
| <b>No.</b>                            | <b>Pernyataan</b>  | <b>SS</b> | <b>S</b> | <b>CS</b> | <b>TS</b> | <b>STS</b> |
| <b>Memikirkan Untuk Keluar</b>        |  |           |          |           |           |            |
| 1                                     | Karyawan berfikir untuk meninggalkan pekerjaannya bila fasilitas yang diberikan perusahaan kurang memadai                  |           |          |           |           |            |
| 2                                     | Faktor kebutuhan hidup membuat karyawan ingin keluar   |           |          |           |           |            |
| 3                                     | Karyawan ingin bekerja sesuai dengan keinginannya  |           |          |           |           |            |
| 4                                     | Karyawan mungkin akan meninggalkan perusahaan ini dalam waktu dekat  |           |          |           |           |            |
| <b>Pencarian Alternatif Pekerjaan</b> |  |           |          |           |           |            |
| 5                                     | Karyawan mencari informasi mengenai lowongan pekerjaan ditempat lain   |           |          |           |           |            |
| 6                                     | Beban pekerjaan yang tinggi cenderung membuat karyawan ingin mencari pekerjaan yang lain                                   |           |          |           |           |            |
| 7                                     | Karyawan mendapat tawaran untuk bekerja diperusahaan lain  |           |          |           |           |            |
| 8                                     | Karyawan cenderung ingin keluar dan mendapatkan pekerjaan yang lebih baik  |           |          |           |           |            |
| <b>Niat Untuk Keluar</b>              |  |           |          |           |           |            |
| 9                                     | Karyawan dengan serius berfikir untuk meninggalkan perusahaan  |           |          |           |           |            |
| 10                                    | Setelah karyawan memperoleh pekerjaan yang lebih baik, karyawan akan segera pindah dari perusahaan                         |           |          |           |           |            |
| 11                                    | Visi dan misi perusahaan sudah tidak sejalan lagi dengan karyawan sehingga karyawan berfikir untuk meninggalkan perusahaan |           |          |           |           |            |
| 12                                    | Pekerjaan yang menumpuk membuat karyawan tidak nyaman dan ingin meninggalkan perusahaan                                    |           |          |           |           |            |

Sumber: Imbayani et al., (2022)

## Lampiran 4

### Hasil Pengumpulan Data Jawaban Responden

#### 1. Beban Kerja

| No | Butir Pertanyaan |   |   |   |   |   |   |   |   |    |    |    | TOTAL_X1 |
|----|------------------|---|---|---|---|---|---|---|---|----|----|----|----------|
|    | 1                | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |          |
| 1  | 4                | 3 | 4 | 3 | 5 | 3 | 4 | 4 | 4 | 3  | 3  | 3  | 43       |
| 2  | 4                | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 58       |
| 3  | 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 60       |
| 4  | 5                | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4  | 4  | 5  | 52       |
| 5  | 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 60       |
| 6  | 3                | 3 | 5 | 3 | 4 | 3 | 2 | 4 | 5 | 4  | 3  | 5  | 44       |
| 7  | 4                | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 47       |
| 8  | 4                | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 4  | 4  | 4  | 50       |
| 9  | 2                | 4 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 3  | 3  | 2  | 30       |
| 10 | 2                | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2  | 2  | 2  | 25       |
| 11 | 5                | 5 | 2 | 4 | 5 | 5 | 4 | 3 | 2 | 3  | 3  | 3  | 44       |
| 12 | 3                | 3 | 4 | 3 | 3 | 4 | 3 | 5 | 4 | 4  | 4  | 1  | 41       |
| 13 | 2                | 2 | 2 | 2 | 4 | 2 | 2 | 5 | 2 | 2  | 2  | 2  | 29       |
| 14 | 5                | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 2  | 2  | 4  | 48       |
| 15 | 3                | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4  | 4  | 4  | 49       |
| 16 | 5                | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5  | 5  | 5  | 55       |
| 17 | 4                | 3 | 4 | 3 | 3 | 2 | 3 | 3 | 4 | 3  | 3  | 4  | 39       |
| 18 | 5                | 4 | 5 | 4 | 4 | 5 | 4 | 4 | 5 | 5  | 4  | 4  | 53       |
| 19 | 4                | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 2  | 2  | 3  | 38       |
| 20 | 4                | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5  | 5  | 3  | 44       |
| 21 | 4                | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4  | 4  | 2  | 49       |
| 22 | 5                | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4  | 4  | 5  | 50       |
| 23 | 4                | 3 | 4 | 3 | 5 | 4 | 4 | 4 | 4 | 3  | 3  | 3  | 44       |
| 24 | 4                | 3 | 2 | 2 | 4 | 3 | 3 | 4 | 3 | 1  | 1  | 3  | 33       |
| 25 | 4                | 2 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 2  | 2  | 2  | 29       |
| 26 | 4                | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5  | 5  | 5  | 57       |
| 27 | 5                | 2 | 2 | 3 | 2 | 2 | 4 | 3 | 2 | 2  | 2  | 2  | 31       |
| 28 | 4                | 3 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 4  | 4  | 4  | 49       |
| 29 | 3                | 2 | 2 | 3 | 2 | 2 | 2 | 3 | 2 | 2  | 2  | 2  | 27       |
| 30 | 4                | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 5  | 5  | 3  | 44       |
| 31 | 5                | 3 | 5 | 5 | 4 | 2 | 3 | 5 | 5 | 4  | 4  | 4  | 49       |
| 32 | 2                | 2 | 2 | 3 | 2 | 3 | 3 | 4 | 2 | 2  | 2  | 2  | 29       |
| 33 | 4                | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 4 | 3  | 3  | 5  | 49       |
| 34 | 3                | 3 | 2 | 3 | 2 | 5 | 5 | 4 | 2 | 3  | 3  | 3  | 38       |
| 35 | 4                | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4  | 4  | 3  | 44       |
| 36 | 5                | 3 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 2  | 2  | 3  | 42       |
| 37 | 4                | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 4 | 4  | 4  | 3  | 42       |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 38 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 56 |
| 39 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 40 | 5 | 4 | 5 | 3 | 3 | 4 | 2 | 2 | 5 | 3 | 3 | 3 | 42 |
| 41 | 3 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 51 |
| 42 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 4 | 3 | 3 | 4 | 49 |
| 43 | 5 | 4 | 4 | 4 | 2 | 2 | 2 | 5 | 4 | 2 | 2 | 5 | 41 |
| 44 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 1 | 40 |
| 45 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 46 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 47 | 2 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 2 | 40 |
| 48 | 3 | 4 | 3 | 4 | 4 | 5 | 4 | 4 | 3 | 5 | 5 | 4 | 48 |
| 49 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 58 |
| 50 | 5 | 4 | 2 | 4 | 5 | 4 | 2 | 5 | 2 | 2 | 2 | 2 | 39 |
| 51 | 2 | 3 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 3 | 3 | 4 | 42 |

## 2. Stres Kerja

| No | Butir Pertanyaan |   |   |   |   |   |   |   |   |    |    |    | TOTAL_X2 |
|----|------------------|---|---|---|---|---|---|---|---|----|----|----|----------|
|    | 1                | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |          |
| 1  | 4                | 3 | 4 | 5 | 1 | 2 | 3 | 4 | 4 | 3  | 4  | 3  | 40       |
| 2  | 5                | 5 | 5 | 4 | 3 | 3 | 4 | 4 | 3 | 3  | 5  | 3  | 47       |
| 3  | 3                | 3 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 3  | 3  | 5  | 51       |
| 4  | 5                | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5  | 5  | 5  | 56       |
| 5  | 4                | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3  | 4  | 4  | 42       |
| 6  | 2                | 2 | 2 | 2 | 2 | 4 | 4 | 4 | 2 | 4  | 2  | 4  | 34       |
| 7  | 5                | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 59       |
| 8  | 3                | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4  | 3  | 4  | 47       |
| 9  | 5                | 3 | 5 | 4 | 3 | 3 | 3 | 4 | 2 | 4  | 5  | 3  | 44       |
| 10 | 5                | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 4  | 5  | 4  | 52       |
| 11 | 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 60       |
| 12 | 5                | 2 | 3 | 3 | 3 | 3 | 3 | 5 | 3 | 3  | 5  | 3  | 41       |
| 13 | 4                | 4 | 5 | 4 | 2 | 5 | 2 | 4 | 5 | 4  | 4  | 5  | 48       |
| 14 | 4                | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 4  | 5  | 4  | 52       |
| 15 | 2                | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 3  | 2  | 3  | 28       |
| 16 | 5                | 5 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 4  | 5  | 4  | 47       |
| 17 | 3                | 3 | 2 | 2 | 3 | 2 | 4 | 2 | 3 | 2  | 3  | 2  | 31       |
| 18 | 5                | 3 | 2 | 4 | 4 | 3 | 3 | 3 | 4 | 3  | 5  | 3  | 42       |
| 19 | 4                | 4 | 5 | 3 | 3 | 4 | 4 | 4 | 3 | 4  | 4  | 4  | 46       |
| 20 | 3                | 3 | 2 | 3 | 2 | 4 | 4 | 4 | 3 | 2  | 3  | 4  | 37       |
| 21 | 4                | 2 | 3 | 4 | 4 | 3 | 2 | 2 | 4 | 2  | 4  | 3  | 37       |
| 22 | 2                | 2 | 2 | 2 | 4 | 2 | 2 | 2 | 4 | 2  | 2  | 2  | 28       |
| 23 | 4                | 4 | 3 | 3 | 3 | 3 | 2 | 4 | 4 | 5  | 4  | 3  | 42       |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 24 | 5 | 4 | 2 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 46 |
| 25 | 5 | 3 | 5 | 3 | 5 | 3 | 4 | 3 | 4 | 3 | 5 | 3 | 46 |
| 26 | 3 | 5 | 4 | 4 | 5 | 4 | 5 | 3 | 5 | 4 | 3 | 4 | 49 |
| 27 | 4 | 4 | 5 | 4 | 2 | 5 | 3 | 5 | 5 | 4 | 4 | 5 | 50 |
| 28 | 5 | 3 | 3 | 2 | 5 | 3 | 5 | 3 | 3 | 2 | 5 | 3 | 42 |
| 29 | 4 | 3 | 5 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 42 |
| 30 | 2 | 3 | 3 | 2 | 3 | 4 | 4 | 5 | 3 | 3 | 2 | 4 | 38 |
| 31 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 59 |
| 32 | 4 | 2 | 3 | 4 | 3 | 3 | 5 | 4 | 2 | 3 | 4 | 3 | 40 |
| 33 | 3 | 3 | 5 | 3 | 5 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 41 |
| 34 | 2 | 2 | 4 | 2 | 4 | 2 | 2 | 3 | 3 | 4 | 2 | 2 | 32 |
| 35 | 5 | 3 | 2 | 2 | 4 | 4 | 4 | 3 | 3 | 3 | 5 | 4 | 42 |
| 36 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 47 |
| 37 | 3 | 3 | 5 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 37 |
| 38 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 43 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 40 | 4 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 3 | 47 |
| 41 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 2 | 3 | 29 |
| 42 | 3 | 4 | 5 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 41 |
| 43 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 50 |
| 44 | 5 | 3 | 2 | 3 | 5 | 3 | 3 | 5 | 3 | 3 | 5 | 3 | 43 |
| 45 | 4 | 5 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 48 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 47 | 5 | 2 | 2 | 2 | 4 | 2 | 3 | 3 | 4 | 5 | 5 | 2 | 39 |
| 48 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 57 |
| 49 | 5 | 2 | 5 | 2 | 5 | 2 | 2 | 5 | 5 | 5 | 5 | 2 | 45 |
| 50 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 49 |
| 51 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 48 |

### 3. Turnover Intention

| No | Butir Pertanyaan |   |   |   |   |   |   |   |   |    |    |    | TOTAL_Y |
|----|------------------|---|---|---|---|---|---|---|---|----|----|----|---------|
|    | 1                | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 |         |
| 1  | 3                | 5 | 5 | 3 | 3 | 4 | 3 | 3 | 3 | 3  | 3  | 4  | 42      |
| 2  | 5                | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 58      |
| 3  | 4                | 4 | 4 | 5 | 4 | 3 | 5 | 5 | 4 | 5  | 4  | 4  | 51      |
| 4  | 5                | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 3 | 3  | 5  | 5  | 54      |
| 5  | 5                | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 60      |
| 6  | 5                | 5 | 4 | 3 | 3 | 2 | 5 | 3 | 5 | 3  | 5  | 2  | 45      |
| 7  | 4                | 3 | 3 | 4 | 4 | 5 | 4 | 3 | 4 | 4  | 4  | 4  | 46      |
| 8  | 4                | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 50      |
| 9  | 4                | 4 | 4 | 2 | 4 | 3 | 4 | 3 | 2 | 2  | 3  | 3  | 38      |
| 10 | 3                | 2 | 2 | 2 | 2 | 1 | 2 | 2 | 2 | 2  | 3  | 2  | 25      |
| 11 | 4                | 2 | 2 | 3 | 3 | 3 | 2 | 4 | 2 | 4  | 4  | 4  | 37      |
| 12 | 3                | 3 | 3 | 3 | 3 | 5 | 1 | 3 | 3 | 3  | 3  | 3  | 36      |
| 13 | 4                | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 5  | 4  | 3  | 52      |
| 14 | 4                | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 3  | 4  | 4  | 50      |
| 15 | 4                | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 4 | 4  | 4  | 5  | 51      |
| 16 | 4                | 4 | 4 | 2 | 4 | 4 | 2 | 4 | 2 | 4  | 4  | 4  | 42      |
| 17 | 2                | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2  | 2  | 2  | 24      |
| 18 | 3                | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 4  | 3  | 3  | 40      |
| 19 | 4                | 4 | 4 | 5 | 2 | 4 | 4 | 4 | 5 | 5  | 4  | 4  | 49      |
| 20 | 4                | 3 | 3 | 2 | 2 | 1 | 2 | 4 | 4 | 2  | 4  | 2  | 33      |
| 21 | 4                | 2 | 2 | 3 | 2 | 3 | 3 | 3 | 1 | 2  | 4  | 3  | 32      |
| 22 | 3                | 2 | 2 | 2 | 3 | 2 | 2 | 4 | 2 | 3  | 3  | 2  | 30      |
| 23 | 4                | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 3 | 3  | 4  | 4  | 42      |
| 24 | 4                | 4 | 4 | 5 | 1 | 3 | 4 | 4 | 4 | 5  | 4  | 3  | 45      |
| 25 | 2                | 3 | 3 | 2 | 3 | 2 | 4 | 3 | 2 | 3  | 2  | 3  | 32      |
| 26 | 4                | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5  | 5  | 5  | 58      |
| 27 | 4                | 3 | 3 | 5 | 4 | 4 | 5 | 5 | 5 | 4  | 5  | 4  | 51      |
| 28 | 4                | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4  | 4  | 4  | 49      |
| 29 | 3                | 3 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3  | 3  | 5  | 40      |
| 30 | 4                | 2 | 2 | 3 | 2 | 3 | 2 | 4 | 2 | 4  | 4  | 2  | 34      |
| 31 | 4                | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5  | 5  | 5  | 56      |
| 32 | 3                | 4 | 4 | 3 | 3 | 2 | 4 | 3 | 1 | 2  | 3  | 4  | 36      |
| 33 | 3                | 3 | 3 | 5 | 2 | 3 | 3 | 3 | 4 | 5  | 3  | 3  | 40      |
| 34 | 3                | 4 | 4 | 2 | 2 | 3 | 5 | 3 | 4 | 3  | 3  | 4  | 40      |
| 35 | 3                | 2 | 2 | 3 | 2 | 3 | 2 | 2 | 2 | 2  | 3  | 2  | 28      |
| 36 | 4                | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5  | 4  | 4  | 51      |
| 37 | 3                | 3 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 4  | 3  | 3  | 38      |
| 38 | 2                | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 2 | 3  | 2  | 5  | 39      |
| 39 | 4                | 4 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4  | 4  | 4  | 51      |
| 40 | 4                | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4  | 4  | 4  | 54      |

|    |   |   |   |   |   |   |   |   |   |   |   |   |    |
|----|---|---|---|---|---|---|---|---|---|---|---|---|----|
| 41 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 48 |
| 42 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 5 | 3 | 3 | 41 |
| 43 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 5 | 4 | 4 | 48 |
| 44 | 3 | 5 | 5 | 3 | 2 | 3 | 3 | 2 | 1 | 2 | 3 | 3 | 35 |
| 45 | 4 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 4 | 4 | 4 | 48 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 47 | 2 | 3 | 3 | 3 | 4 | 2 | 3 | 5 | 3 | 4 | 2 | 5 | 39 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 60 |
| 49 | 2 | 5 | 5 | 4 | 3 | 2 | 4 | 5 | 5 | 4 | 2 | 2 | 43 |
| 50 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 5 | 4 | 4 | 48 |
| 51 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 57 |

## Lampiran 5

### Hasil Output Uji Frekuensi Karakteristik Responden

#### Jenis Kelamin

|                 | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki-Laki | 33        | 64,7    | 64,7          | 64,7               |
| Valid Perempuan | 18        | 35,3    | 35,3          | 100,0              |
| Total           | 51        | 100,0   | 100,0         |                    |

#### Pendidikan

|               | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------|-----------|---------|---------------|--------------------|
| Valid S1      | 17        | 33,3    | 33,3          | 33,3               |
| Valid D3      | 14        | 27,5    | 27,5          | 60,8               |
| Valid SMA/SMK | 20        | 39,2    | 39,2          | 100,0              |
| Total         | 51        | 100,0   | 100,0         |                    |

#### Masa Kerja

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid 1 - 5 Tahun   | 12        | 23,5    | 23,5          | 23,5               |
| Valid 6 - 10 Tahun  | 24        | 47,1    | 47,1          | 70,6               |
| Valid 11 - 15 Tahun | 10        | 19,6    | 19,6          | 90,2               |
| Valid 16 - 20 Tahun | 3         | 5,9     | 5,9           | 96,1               |
| Valid > 21 Tahun    | 2         | 3,9     | 3,9           | 100,0              |
| Total               | 51        | 100,0   | 100,0         |                    |

**Usia**

|                     | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------------------|-----------|---------|---------------|--------------------|
| Valid 17 - 30 Tahun | 18        | 35,3    | 35,3          | 35,3               |
| 31 - 40 Tahun       | 30        | 58,8    | 58,8          | 94,1               |
| 41 - 55 Tahun       | 3         | 5,9     | 5,9           | 100,0              |
| Total               | 51        | 100,0   | 100,0         |                    |

**Lampiran 6**

**Output uji frekuensi jawaban responden**

**Beban Kerja**

**X1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 6         | 11,8    | 11,8          | 11,8               |
| 3       | 9         | 17,6    | 17,6          | 29,4               |
| 4       | 19        | 37,3    | 37,3          | 66,7               |
| 5       | 17        | 33,3    | 33,3          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 6         | 11,8    | 11,8          | 11,8               |
| 3       | 16        | 31,4    | 31,4          | 43,1               |
| 4       | 20        | 39,2    | 39,2          | 82,4               |
| 5       | 9         | 17,6    | 17,6          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |



**X3**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 12        | 23,5    | 23,5          | 23,5                  |
| 3       | 2         | 3,9     | 3,9           | 27,5                  |
| Valid 4 | 22        | 43,1    | 43,1          | 70,6                  |
| 5       | 15        | 29,4    | 29,4          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X4**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 4         | 7,8     | 7,8           | 7,8                   |
| 3       | 18        | 35,3    | 35,3          | 43,1                  |
| Valid 4 | 18        | 35,3    | 35,3          | 78,4                  |
| 5       | 11        | 21,6    | 21,6          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X5**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7                  |
| 3       | 13        | 25,5    | 25,5          | 39,2                  |
| Valid 4 | 17        | 33,3    | 33,3          | 72,5                  |
| 5       | 14        | 27,5    | 27,5          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X6**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7                  |
| 3       | 9         | 17,6    | 17,6          | 31,4                  |
| Valid 4 | 15        | 29,4    | 29,4          | 60,8                  |
| 5       | 20        | 39,2    | 39,2          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 9         | 17,6    | 17,6          | 17,6               |
| 3       | 12        | 23,5    | 23,5          | 41,2               |
| Valid 4 | 21        | 41,2    | 41,2          | 82,4               |
| 5       | 9         | 17,6    | 17,6          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 7,8     | 7,8           | 7,8                |
| 3       | 11        | 21,6    | 21,6          | 29,4               |
| Valid 4 | 16        | 31,4    | 31,4          | 60,8               |
| 5       | 20        | 39,2    | 39,2          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 9         | 17,6    | 17,6          | 17,6               |
| 3       | 5         | 9,8     | 9,8           | 27,5               |
| Valid 4 | 24        | 47,1    | 47,1          | 74,5               |
| 5       | 13        | 25,5    | 25,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2,0     | 2,0           | 2,0                |
| 2       | 11        | 21,6    | 21,6          | 23,5               |
| Valid 3 | 10        | 19,6    | 19,6          | 43,1               |
| 4       | 15        | 29,4    | 29,4          | 72,5               |
| 5       | 14        | 27,5    | 27,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X11**

|       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-----------|---------|---------------|-----------------------|
| 1     | 1         | 2,0     | 2,0           | 2,0                   |
| 2     | 11        | 21,6    | 21,6          | 23,5                  |
| 3     | 11        | 21,6    | 21,6          | 45,1                  |
| 4     | 15        | 29,4    | 29,4          | 74,5                  |
| 5     | 13        | 25,5    | 25,5          | 100,0                 |
| Total | 51        | 100,0   | 100,0         |                       |

**X12**

|       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-----------|---------|---------------|-----------------------|
| 1     | 2         | 3,9     | 3,9           | 3,9                   |
| 2     | 10        | 19,6    | 19,6          | 23,5                  |
| 3     | 12        | 23,5    | 23,5          | 47,1                  |
| 4     | 13        | 25,5    | 25,5          | 72,5                  |
| 5     | 14        | 27,5    | 27,5          | 100,0                 |
| Total | 51        | 100,0   | 100,0         |                       |

**Stres Kerja****X2.1**

|       | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|-------|-----------|---------|---------------|-----------------------|
| 2     | 6         | 11,8    | 11,8          | 11,8                  |
| 3     | 9         | 17,6    | 17,6          | 29,4                  |
| 4     | 16        | 31,4    | 31,4          | 60,8                  |
| 5     | 20        | 39,2    | 39,2          | 100,0                 |
| Total | 51        | 100,0   | 100,0         |                       |

**X2.2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 9         | 17,6    | 17,6          | 17,6               |
| 3       | 16        | 31,4    | 31,4          | 49,0               |
| Valid 4 | 12        | 23,5    | 23,5          | 72,5               |
| 5       | 14        | 27,5    | 27,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 11        | 21,6    | 21,6          | 21,6               |
| 3       | 8         | 15,7    | 15,7          | 37,3               |
| Valid 4 | 10        | 19,6    | 19,6          | 56,9               |
| 5       | 22        | 43,1    | 43,1          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 12        | 23,5    | 23,5          | 23,5               |
| 3       | 10        | 19,6    | 19,6          | 43,1               |
| Valid 4 | 23        | 45,1    | 45,1          | 88,2               |
| 5       | 6         | 11,8    | 11,8          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2,0     | 2,0           | 2,0                |
| 2       | 5         | 9,8     | 9,8           | 11,8               |
| Valid 3 | 16        | 31,4    | 31,4          | 43,1               |
| 4       | 17        | 33,3    | 33,3          | 76,5               |
| 5       | 12        | 23,5    | 23,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7               |
| 3       | 17        | 33,3    | 33,3          | 47,1               |
| Valid 4 | 18        | 35,3    | 35,3          | 82,4               |
| 5       | 9         | 17,6    | 17,6          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 8         | 15,7    | 15,7          | 15,7               |
| 3       | 13        | 25,5    | 25,5          | 41,2               |
| Valid 4 | 17        | 33,3    | 33,3          | 74,5               |
| 5       | 13        | 25,5    | 25,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 7,8     | 7,8           | 7,8                |
| 3       | 13        | 25,5    | 25,5          | 33,3               |
| Valid 4 | 18        | 35,3    | 35,3          | 68,6               |
| 5       | 16        | 31,4    | 31,4          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 5         | 9,8     | 9,8           | 9,8                |
| 3       | 15        | 29,4    | 29,4          | 39,2               |
| Valid 4 | 20        | 39,2    | 39,2          | 78,4               |
| 5       | 11        | 21,6    | 21,6          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**X2.10**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7                  |
| 3       | 15        | 29,4    | 29,4          | 43,1                  |
| Valid 4 | 18        | 35,3    | 35,3          | 78,4                  |
| 5       | 11        | 21,6    | 21,6          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X2.11**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 6         | 11,8    | 11,8          | 11,8                  |
| 3       | 9         | 17,6    | 17,6          | 29,4                  |
| Valid 4 | 15        | 29,4    | 29,4          | 58,8                  |
| 5       | 21        | 41,2    | 41,2          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**X2.12**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 5         | 9,8     | 9,8           | 9,8                   |
| 3       | 18        | 35,3    | 35,3          | 45,1                  |
| Valid 4 | 18        | 35,3    | 35,3          | 80,4                  |
| 5       | 10        | 19,6    | 19,6          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

*Turnover Intention*

**Y1**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 5         | 9,8     | 9,8           | 9,8                |
| 3       | 13        | 25,5    | 25,5          | 35,3               |
| Valid 4 | 27        | 52,9    | 52,9          | 88,2               |
| 5       | 6         | 11,8    | 11,8          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y2**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7               |
| 3       | 12        | 23,5    | 23,5          | 37,3               |
| Valid 4 | 15        | 29,4    | 29,4          | 66,7               |
| 5       | 17        | 33,3    | 33,3          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y3**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 7         | 13,7    | 13,7          | 13,7               |
| 3       | 13        | 25,5    | 25,5          | 39,2               |
| Valid 4 | 17        | 33,3    | 33,3          | 72,5               |
| 5       | 14        | 27,5    | 27,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y4**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 8         | 15,7    | 15,7          | 15,7               |
| 3       | 16        | 31,4    | 31,4          | 47,1               |
| Valid 4 | 12        | 23,5    | 23,5          | 70,6               |
| 5       | 15        | 29,4    | 29,4          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y5**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2,0     | 2,0           | 2,0                |
| 2       | 11        | 21,6    | 21,6          | 23,5               |
| Valid 3 | 9         | 17,6    | 17,6          | 41,2               |
| 4       | 22        | 43,1    | 43,1          | 84,3               |
| 5       | 8         | 15,7    | 15,7          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y6**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 2         | 3,9     | 3,9           | 3,9                |
| 2       | 7         | 13,7    | 13,7          | 17,6               |
| Valid 3 | 16        | 31,4    | 31,4          | 49,0               |
| 4       | 12        | 23,5    | 23,5          | 72,5               |
| 5       | 14        | 27,5    | 27,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y7**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 1         | 2,0     | 2,0           | 2,0                |
| 2       | 8         | 15,7    | 15,7          | 17,6               |
| Valid 3 | 9         | 17,6    | 17,6          | 35,3               |
| 4       | 18        | 35,3    | 35,3          | 70,6               |
| 5       | 15        | 29,4    | 29,4          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |



**Y8**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 4         | 7,8     | 7,8           | 7,8                |
| 3       | 15        | 29,4    | 29,4          | 37,3               |
| Valid 4 | 20        | 39,2    | 39,2          | 76,5               |
| 5       | 12        | 23,5    | 23,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y9**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 1       | 3         | 5,9     | 5,9           | 5,9                |
| 2       | 10        | 19,6    | 19,6          | 25,5               |
| Valid 3 | 8         | 15,7    | 15,7          | 41,2               |
| 4       | 17        | 33,3    | 33,3          | 74,5               |
| 5       | 13        | 25,5    | 25,5          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y10**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 8         | 15,7    | 15,7          | 15,7               |
| 3       | 11        | 21,6    | 21,6          | 37,3               |
| Valid 4 | 16        | 31,4    | 31,4          | 68,6               |
| 5       | 16        | 31,4    | 31,4          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y11**

|         | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2       | 5         | 9,8     | 9,8           | 9,8                |
| 3       | 14        | 27,5    | 27,5          | 37,3               |
| Valid 4 | 22        | 43,1    | 43,1          | 80,4               |
| 5       | 10        | 19,6    | 19,6          | 100,0              |
| Total   | 51        | 100,0   | 100,0         |                    |

**Y12**

|         | Frequency | Percent | Valid Percent | Cumulative<br>Percent |
|---------|-----------|---------|---------------|-----------------------|
| 2       | 8         | 15,7    | 15,7          | 15,7                  |
| 3       | 11        | 21,6    | 21,6          | 37,3                  |
| Valid 4 | 20        | 39,2    | 39,2          | 76,5                  |
| 5       | 12        | 23,5    | 23,5          | 100,0                 |
| Total   | 51        | 100,0   | 100,0         |                       |

**Lampiran 7**  
**Hasil Output Uji Validitas**  
**Beban Kerja**

Correlations

|         |                     | X1     | X2     | X3     | X4     | X5     | X6     | X7     | X8   | X9     | X10    | X11    | X12    | TOTAL_X |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|------|--------|--------|--------|--------|---------|
| X1      | Pearson Correlation | 1      | ,739** | ,615** | ,797** | ,698** | ,838** | ,767** | ,321 | ,567   | ,431   | ,471   | ,654** | ,818**  |
|         | Sig. (2-tailed)     |        | ,002   | ,015   | ,000   | ,004   | ,000   | ,001   | ,244 | ,028   | ,109   | ,076   | ,008   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X2      | Pearson Correlation | ,739** | 1      | ,430   | ,938** | ,464   | ,904** | ,779** | ,226 | ,351   | ,654** | ,704** | ,615** | ,798**  |
|         | Sig. (2-tailed)     | ,002   |        | ,110   | ,000   | ,082   | ,000   | ,001   | ,418 | ,199   | ,008   | ,003   | ,015   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X3      | Pearson Correlation | ,615** | ,430   | 1      | ,666** | ,437   | ,580   | ,602   | ,609 | ,979** | ,663** | ,598   | ,772** | ,834**  |
|         | Sig. (2-tailed)     | ,015   | ,110   |        | ,007   | ,104   | ,023   | ,018   | ,016 | ,000   | ,007   | ,018   | ,001   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X4      | Pearson Correlation | ,797** | ,938** | ,666** | 1      | ,543   | ,921** | ,893** | ,460 | ,608   | ,763** | ,806** | ,758** | ,943**  |
|         | Sig. (2-tailed)     | ,000   | ,000   | ,007   |        | ,036   | ,000   | ,000   | ,084 | ,016   | ,001   | ,000   | ,001   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X5      | Pearson Correlation | ,698** | ,464   | ,437   | ,543   | 1      | ,513   | ,628   | ,596 | ,353   | ,367   | ,361   | ,542   | ,670**  |
|         | Sig. (2-tailed)     | ,004   | ,082   | ,104   | ,036   |        | ,050   | ,012   | ,019 | ,197   | ,179   | ,186   | ,037   | ,006    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X6      | Pearson Correlation | ,838** | ,904** | ,580   | ,921** | ,513   | 1      | ,822** | ,398 | ,514   | ,587   | ,640   | ,558   | ,849**  |
|         | Sig. (2-tailed)     | ,000   | ,000   | ,023   | ,000   | ,050   |        | ,000   | ,141 | ,050   | ,021   | ,010   | ,031   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X7      | Pearson Correlation | ,767** | ,779** | ,602   | ,893** | ,628   | ,822** | 1      | ,554 | ,558   | ,633   | ,726** | ,629   | ,884**  |
|         | Sig. (2-tailed)     | ,001   | ,001   | ,018   | ,000   | ,012   | ,000   |        | ,032 | ,031   | ,011   | ,002   | ,012   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X8      | Pearson Correlation | ,321   | ,226   | ,609   | ,460   | ,596   | ,398   | ,554   | 1    | ,529   | ,562   | ,568   | ,389   | ,640    |
|         | Sig. (2-tailed)     | ,244   | ,418   | ,016   | ,084   | ,019   | ,141   | ,032   |      | ,043   | ,029   | ,027   | ,152   | ,010    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X9      | Pearson Correlation | ,567   | ,351   | ,979** | ,608   | ,353   | ,514   | ,558   | ,529 | 1      | ,617   | ,552   | ,754** | ,778**  |
|         | Sig. (2-tailed)     | ,028   | ,199   | ,000   | ,016   | ,197   | ,050   | ,031   | ,043 |        | ,014   | ,033   | ,001   | ,001    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X10     | Pearson Correlation | ,431   | ,654** | ,663** | ,763** | ,367   | ,587   | ,633   | ,562 | ,617   | 1      | ,970** | ,631   | ,811**  |
|         | Sig. (2-tailed)     | ,109   | ,008   | ,007   | ,001   | ,179   | ,021   | ,011   | ,029 | ,014   |        | ,000   | ,012   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X11     | Pearson Correlation | ,471   | ,704** | ,598   | ,806** | ,361   | ,640   | ,726** | ,568 | ,552   | ,970** | 1      | ,558   | ,816**  |
|         | Sig. (2-tailed)     | ,076   | ,003   | ,018   | ,000   | ,186   | ,010   | ,002   | ,027 | ,033   | ,000   |        | ,031   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| X12     | Pearson Correlation | ,654** | ,615** | ,772** | ,758** | ,542   | ,558   | ,629   | ,389 | ,754** | ,631   | ,558   | 1      | ,824**  |
|         | Sig. (2-tailed)     | ,008   | ,015   | ,001   | ,001   | ,037   | ,031   | ,012   | ,152 | ,001   | ,012   | ,031   |        | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |
| TOTAL_X | Pearson Correlation | ,818** | ,798** | ,834** | ,943** | ,670** | ,849** | ,884** | ,640 | ,778** | ,811** | ,816** | ,824** | 1       |
|         | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   | ,006   | ,000   | ,000   | ,010 | ,001   | ,000   | ,000   | ,000   |         |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15   | 15     | 15     | 15     | 15     | 15      |

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

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

# Stres Kerja

## Correlations

|          |                     | X2.1   | X2.2   | X2.3   | X2.4   | X2.5   | X2.6   | X2.7   | X2.8   | X2.9   | X2.10  | X2.11  | X2.12  | TOTAL_X2 |
|----------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|----------|
| X2.1     | Pearson Correlation | 1      | ,412   | ,516*  | ,635** | ,351   | ,143   | ,240   | ,642** | ,311   | ,352   | ,973** | ,077   | ,659**   |
|          | Sig. (2-tailed)     |        | ,127   | ,049   | ,011   | ,200   | ,612   | ,389   | ,010   | ,259   | ,198   | ,000   | ,785   | ,008     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.2     | Pearson Correlation | ,412   | 1      | ,594** | ,580** | ,548** | ,397   | ,512   | ,182   | ,532** | ,541** | ,466   | ,451   | ,724**   |
|          | Sig. (2-tailed)     | ,127   |        | ,020   | ,023   | ,034   | ,142   | ,051   | ,516   | ,041   | ,037   | ,080   | ,092   | ,002     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.3     | Pearson Correlation | ,516*  | ,594** | 1      | ,720** | ,428   | ,386   | ,205   | ,365   | ,562** | ,317   | ,560** | ,341   | ,693**   |
|          | Sig. (2-tailed)     | ,049   | ,020   |        | ,002   | ,111   | ,155   | ,463   | ,182   | ,029   | ,250   | ,030   | ,213   | ,004     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.4     | Pearson Correlation | ,635** | ,580** | ,720** | 1      | ,430   | ,382   | ,400   | ,498   | ,750** | ,431   | ,634** | ,359   | ,786**   |
|          | Sig. (2-tailed)     | ,011   | ,023   | ,002   |        | ,109   | ,160   | ,139   | ,059   | ,001   | ,109   | ,011   | ,189   | ,001     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.5     | Pearson Correlation | ,351   | ,548** | ,428   | ,430   | 1      | ,691** | ,807** | ,567** | ,555** | ,523** | ,377   | ,616   | ,802**   |
|          | Sig. (2-tailed)     | ,200   | ,034   | ,111   | ,109   |        | ,004   | ,000   | ,027   | ,032   | ,045   | ,166   | ,014   | ,000     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.6     | Pearson Correlation | ,143   | ,397   | ,386   | ,382   | ,691** | 1      | ,549   | ,553** | ,725** | ,643** | ,156   | ,900** | ,738**   |
|          | Sig. (2-tailed)     | ,612   | ,142   | ,155   | ,160   | ,004   |        | ,034   | ,032   | ,002   | ,010   | ,580   | ,000   | ,002     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.7     | Pearson Correlation | ,240   | ,512   | ,205   | ,400   | ,807** | ,549   | 1      | ,534   | ,448   | ,486   | ,239   | ,538   | ,691**   |
|          | Sig. (2-tailed)     | ,389   | ,051   | ,463   | ,139   | ,000   | ,034   |        | ,040   | ,094   | ,066   | ,392   | ,039   | ,004     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.8     | Pearson Correlation | ,642** | ,182   | ,365   | ,498   | ,567** | ,553** | ,534   | 1      | ,533** | ,397   | ,680** | ,478   | ,738**   |
|          | Sig. (2-tailed)     | ,010   | ,516   | ,182   | ,059   | ,027   | ,032   | ,040   |        | ,041   | ,143   | ,005   | ,071   | ,002     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.9     | Pearson Correlation | ,311   | ,532** | ,562** | ,750** | ,555** | ,725** | ,448   | ,533** | 1      | ,414   | ,323   | ,760** | ,791**   |
|          | Sig. (2-tailed)     | ,259   | ,041   | ,029   | ,001   | ,032   | ,002   | ,094   | ,041   |        | ,125   | ,240   | ,001   | ,000     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.10    | Pearson Correlation | ,352   | ,541** | ,317   | ,431   | ,523** | ,643** | ,486   | ,397   | ,414   | 1      | ,361   | ,655** | ,686**   |
|          | Sig. (2-tailed)     | ,198   | ,037   | ,250   | ,109   | ,045   | ,010   | ,066   | ,143   | ,125   |        | ,187   | ,008   | ,005     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.11    | Pearson Correlation | ,973** | ,466   | ,560** | ,634** | ,377   | ,156   | ,239   | ,680** | ,323   | ,361   | 1      | ,075   | ,681**   |
|          | Sig. (2-tailed)     | ,000   | ,080   | ,030   | ,011   | ,166   | ,580   | ,392   | ,005   | ,240   | ,187   |        | ,790   | ,005     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| X2.12    | Pearson Correlation | ,077   | ,451   | ,341   | ,359   | ,616   | ,900** | ,538   | ,478   | ,760** | ,655** | ,075   | 1      | ,703**   |
|          | Sig. (2-tailed)     | ,785   | ,092   | ,213   | ,189   | ,014   | ,000   | ,039   | ,071   | ,001   | ,008   | ,790   |        | ,003     |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |
| TOTAL_X2 | Pearson Correlation | ,659** | ,724** | ,693** | ,786** | ,802** | ,738** | ,691** | ,736** | ,791** | ,686** | ,681** | ,703** | 1        |
|          | Sig. (2-tailed)     | ,008   | ,002   | ,004   | ,001   | ,000   | ,002   | ,004   | ,002   | ,000   | ,005   | ,005   | ,003   |          |
|          | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15       |

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

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

## Turnover Intention

### Correlations

|         |                     | Y1     | Y2     | Y3     | Y4     | Y5     | Y6     | Y7     | Y8     | Y9     | Y10    | Y11    | Y12    | TOTAL_Y |
|---------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|---------|
| Y1      | Pearson Correlation | 1      | ,475   | ,400   | ,394   | ,730** | ,255   | ,766** | ,629   | ,578   | ,420   | ,940** | ,420   | ,735**  |
|         | Sig. (2-tailed)     |        | ,074   | ,140   | ,146   | ,002   | ,359   | ,001   | ,012   | ,024   | ,119   | ,000   | ,119   | ,002    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y2      | Pearson Correlation | ,475   | 1      | ,970** | ,304   | ,543   | ,322   | ,701** | ,405   | ,540   | ,128   | ,442   | ,329   | ,679**  |
|         | Sig. (2-tailed)     | ,074   |        | ,000   | ,271   | ,037   | ,242   | ,004   | ,135   | ,038   | ,650   | ,099   | ,231   | ,005    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y3      | Pearson Correlation | ,400   | ,970** | 1      | ,361   | ,626   | ,437   | ,670** | ,479   | ,477   | ,176   | ,366   | ,464   | ,713**  |
|         | Sig. (2-tailed)     | ,140   | ,000   |        | ,187   | ,013   | ,104   | ,006   | ,071   | ,073   | ,530   | ,180   | ,082   | ,003    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y4      | Pearson Correlation | ,394   | ,304   | ,361   | 1      | ,618   | ,546   | ,571   | ,752** | ,798** | ,910** | ,516   | ,589   | ,815**  |
|         | Sig. (2-tailed)     | ,146   | ,271   | ,187   |        | ,014   | ,035   | ,026   | ,001   | ,000   | ,000   | ,049   | ,021   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y5      | Pearson Correlation | ,730** | ,543   | ,626   | ,618   | 1      | ,705   | ,733** | ,803** | ,521   | ,554   | ,658   | ,768** | ,895**  |
|         | Sig. (2-tailed)     | ,002   | ,037   | ,013   | ,014   |        | ,003   | ,002   | ,000   | ,046   | ,032   | ,008   | ,001   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y6      | Pearson Correlation | ,255   | ,322   | ,437   | ,546   | ,705   | 1      | ,209   | ,506   | ,378   | ,456   | ,303   | ,769** | ,654**  |
|         | Sig. (2-tailed)     | ,359   | ,242   | ,104   | ,035   | ,003   |        | ,455   | ,055   | ,165   | ,087   | ,272   | ,001   | ,008    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y7      | Pearson Correlation | ,766** | ,701** | ,670** | ,571   | ,733** | ,209   | 1      | ,641** | ,706** | ,443   | ,708** | ,359   | ,815**  |
|         | Sig. (2-tailed)     | ,001   | ,004   | ,006   | ,026   | ,002   | ,455   |        | ,010   | ,003   | ,098   | ,003   | ,189   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y8      | Pearson Correlation | ,629   | ,405   | ,479   | ,752** | ,803** | ,506   | ,641** | 1      | ,540   | ,781** | ,668** | ,683** | ,854**  |
|         | Sig. (2-tailed)     | ,012   | ,135   | ,071   | ,001   | ,000   | ,055   | ,010   |        | ,038   | ,001   | ,007   | ,005   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y9      | Pearson Correlation | ,578   | ,540   | ,477   | ,798** | ,521   | ,378   | ,706** | ,540   | 1      | ,695** | ,679** | ,253   | ,787**  |
|         | Sig. (2-tailed)     | ,024   | ,038   | ,073   | ,000   | ,046   | ,165   | ,003   | ,038   |        | ,004   | ,005   | ,363   | ,000    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y10     | Pearson Correlation | ,420   | ,128   | ,176   | ,910** | ,554   | ,456   | ,443   | ,781** | ,695** | 1      | ,542   | ,538   | ,728**  |
|         | Sig. (2-tailed)     | ,119   | ,650   | ,530   | ,000   | ,032   | ,087   | ,098   | ,001   | ,004   |        | ,037   | ,038   | ,002    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y11     | Pearson Correlation | ,940** | ,442   | ,366   | ,516   | ,658   | ,303   | ,708** | ,668   | ,679** | ,542   | 1      | ,466   | ,768**  |
|         | Sig. (2-tailed)     | ,000   | ,099   | ,180   | ,049   | ,008   | ,272   | ,003   | ,007   | ,005   | ,037   |        | ,080   | ,001    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| Y12     | Pearson Correlation | ,420   | ,329   | ,464   | ,589   | ,768** | ,769** | ,359   | ,683   | ,253   | ,538   | ,466   | 1      | ,723**  |
|         | Sig. (2-tailed)     | ,119   | ,231   | ,082   | ,021   | ,001   | ,001   | ,189   | ,005   | ,363   | ,038   | ,080   |        | ,002    |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |
| TOTAL_Y | Pearson Correlation | ,735** | ,679** | ,713** | ,815** | ,895** | ,654** | ,815** | ,854** | ,787** | ,728** | ,768** | ,723** | 1       |
|         | Sig. (2-tailed)     | ,002   | ,005   | ,003   | ,000   | ,000   | ,008   | ,000   | ,000   | ,000   | ,002   | ,001   | ,002   |         |
|         | N                   | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15     | 15      |

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

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

**Lampiran 8**  
**Hasil Output Uji Reliabilitas**

**Beban Kerja (X1)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,950             | 12         |

**Stres Kerja (X2)**

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,915             | 12         |

***Turnover Intention (Y)***

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,930             | 12         |

## Lampiran 9

### Output Persyaratan Analisis Data

#### Uji Linieritas

ANOVA Table

|                   |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|-------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| TOTAL_Y * TOTAL_X | Between Groups | (Combined)               | 2523,676       | 25 | 100,947     | 1,375  | ,216 |
|                   |                | Linearity                | 795,990        | 1  | 795,990     | 10,842 | ,003 |
|                   |                | Deviation from Linearity | 1727,686       | 24 | 71,987      | ,980   | ,518 |
| Within Groups     |                |                          | 1835,500       | 25 | 73,420      |        |      |
| Total             |                |                          | 4359,176       | 50 |             |        |      |

ANOVA Table

|                    |                |                          | Sum of Squares | df | Mean Square | F      | Sig. |
|--------------------|----------------|--------------------------|----------------|----|-------------|--------|------|
| TOTAL_Y * TOTAL_X2 | Between Groups | (Combined)               | 2484,843       | 24 | 103,535     | 1,436  | ,184 |
|                    |                | Linearity                | 993,897        | 1  | 993,897     | 13,787 | ,001 |
|                    |                | Deviation from Linearity | 1490,946       | 23 | 64,824      | ,899   | ,599 |
| Within Groups      |                |                          | 1874,333       | 26 | 72,090      |        |      |
| Total              |                |                          | 4359,176       | 50 |             |        |      |

## Lampiran 10

### Hasil Uji Multikolinieritas

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |       |      | Tolerance               | VIF   |
| 1     | (Constant) | 5,427                       | 7,486      |                           | ,725  | ,472 |                         |       |
|       | TOTAL_X    | ,378                        | ,118       | ,371                      | 3,199 | ,002 | ,983                    | 1,017 |
|       | TOTAL_X2   | ,489                        | ,132       | ,429                      | 3,696 | ,001 | ,983                    | 1,017 |

a. Dependent Variable: TOTAL\_Y

## Lampiran 11

### Hasil Analisis Regresi Linier Berganda

Model Summary

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1     | ,603 <sup>a</sup> | ,364     | ,337              | 7,602                      |

a. Predictors: (Constant), TOTAL\_X2, TOTAL\_X

## Lampiran 12

### Uji-T

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 24,772                      | 6,003      |                           | 4,127 | ,000 |
|       | TOTAL_X    | ,434                        | ,131       | ,427                      | 3,309 | ,002 |

a. Dependent Variable: TOTAL\_Y

**Coefficients<sup>a</sup>**

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t     | Sig. |
|-------|------------|-----------------------------|------------|---------------------------|-------|------|
|       |            | B                           | Std. Error | Beta                      |       |      |
| 1     | (Constant) | 19,882                      | 6,506      |                           | 3,056 | ,004 |
|       | TOTAL_X2   | ,545                        | ,143       | ,477                      | 3,804 | ,000 |

a. Dependent Variable: TOTAL\_Y

## Lampiran 13

### Uji -F

**ANOVA<sup>a</sup>**

| Model |            | Sum of Squares | df | Mean Square | F      | Sig.              |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1     | Regression | 1585,266       | 2  | 792,633     | 13,716 | ,000 <sup>b</sup> |
|       | Residual   | 2773,910       | 48 | 57,790      |        |                   |
|       | Total      | 4359,176       | 50 |             |        |                   |

a. Dependent Variable: TOTAL\_Y

b. Predictors: (Constant), TOTAL\_X2, TOTAL\_X



## Lampiran 14

### R-Tabel

| DF = n-2 | 0,1     | 0,05          | 0,02    | 0,01   | 0,001   |
|----------|---------|---------------|---------|--------|---------|
|          | r 0,005 | r 0,05        | r 0,025 | r 0,01 | r 0,001 |
| 1        | 0,9877  | 0,9969        | 0,9995  | 0,9999 | 1,0000  |
| 2        | 0,9000  | 0,9500        | 0,9800  | 0,9900 | 0,9990  |
| 3        | 0,8054  | 0,8783        | 0,9343  | 0,9587 | 0,9911  |
| 4        | 0,7293  | 0,8114        | 0,8822  | 0,9172 | 0,9741  |
| 5        | 0,6694  | 0,7545        | 0,8329  | 0,8745 | 0,9509  |
| 6        | 0,6215  | 0,7067        | 0,7887  | 0,8343 | 0,9249  |
| 7        | 0,5822  | 0,6664        | 0,7498  | 0,7977 | 0,8983  |
| 8        | 0,5494  | 0,6319        | 0,7155  | 0,7646 | 0,8721  |
| 9        | 0,5214  | 0,6021        | 0,6851  | 0,7348 | 0,8470  |
| 10       | 0,4973  | 0,5760        | 0,6581  | 0,7079 | 0,8233  |
| 11       | 0,4762  | 0,5529        | 0,6339  | 0,6835 | 0,8010  |
| 12       | 0,4575  | 0,5324        | 0,6120  | 0,6614 | 0,7800  |
| 13       | 0,4409  | <b>0,5140</b> | 0,5923  | 0,6411 | 0,7604  |
| 14       | 0,4259  | 0,4973        | 0,5742  | 0,6226 | 0,7419  |
| 15       | 0,4124  | 0,4821        | 0,5577  | 0,6055 | 0,7247  |
| 16       | 0,4000  | 0,4683        | 0,5425  | 0,5897 | 0,7084  |
| 17       | 0,3887  | 0,4555        | 0,5285  | 0,5751 | 0,6932  |
| 18       | 0,3783  | 0,4438        | 0,5155  | 0,5614 | 0,6788  |
| 19       | 0,3687  | 0,4329        | 0,5034  | 0,5487 | 0,6652  |
| 20       | 0,3598  | 0,4227        | 0,4921  | 0,5368 | 0,6524  |
| 21       | 0,3515  | 0,4132        | 0,4815  | 0,5256 | 0,6402  |
| 22       | 0,3438  | 0,4044        | 0,4716  | 0,5151 | 0,6287  |
| 23       | 0,3365  | 0,3961        | 0,4622  | 0,5052 | 0,6178  |
| 24       | 0,3297  | 0,3882        | 0,4534  | 0,4958 | 0,6074  |
| 25       | 0,3233  | 0,3809        | 0,4451  | 0,4869 | 0,5974  |
| 26       | 0,3172  | 0,3739        | 0,4372  | 0,4785 | 0,5880  |
| 27       | 0,3115  | 0,3673        | 0,4297  | 0,4705 | 0,5790  |
| 28       | 0,3061  | 0,3610        | 0,4226  | 0,4629 | 0,5703  |
| 29       | 0,3009  | 0,3550        | 0,4158  | 0,4556 | 0,5620  |
| 30       | 0,2960  | 0,3494        | 0,4093  | 0,4487 | 0,5541  |
| 31       | 0,2913  | 0,3440        | 0,4032  | 0,4421 | 0,5465  |
| 32       | 0,2869  | 0,3388        | 0,3972  | 0,4357 | 0,5392  |
| 33       | 0,2826  | 0,3338        | 0,3916  | 0,4296 | 0,5322  |
| 34       | 0,2785  | 0,3291        | 0,3862  | 0,4238 | 0,5254  |
| 35       | 0,2746  | 0,3246        | 0,3810  | 0,4182 | 0,5189  |

|    |        |        |        |        |        |
|----|--------|--------|--------|--------|--------|
| 36 | 0,2709 | 0,3202 | 0,3760 | 0,4128 | 0,5126 |
| 37 | 0,2673 | 0,3160 | 0,3712 | 0,4076 | 0,5066 |
| 38 | 0,2638 | 0,3120 | 0,3665 | 0,4026 | 0,5007 |
| 39 | 0,2605 | 0,3081 | 0,3621 | 0,3978 | 0,4950 |
| 40 | 0,2573 | 0,3044 | 0,3578 | 0,3932 | 0,4896 |
| 41 | 0,2542 | 0,3008 | 0,3536 | 0,3887 | 0,4843 |
| 42 | 0,2512 | 0,2973 | 0,3496 | 0,3843 | 0,4791 |
| 43 | 0,2483 | 0,2940 | 0,3457 | 0,3801 | 0,4742 |
| 44 | 0,2455 | 0,2907 | 0,3420 | 0,3761 | 0,4694 |
| 45 | 0,2429 | 0,2876 | 0,3384 | 0,3721 | 0,4647 |
| 46 | 0,2403 | 0,2845 | 0,3348 | 0,3683 | 0,4601 |
| 47 | 0,2377 | 0,2816 | 0,3314 | 0,3646 | 0,4557 |
| 48 | 0,2353 | 0,2787 | 0,3281 | 0,3610 | 0,4514 |
| 49 | 0,2329 | 0,2759 | 0,3249 | 0,3575 | 0,4473 |
| 50 | 0,2306 | 0,2732 | 0,3218 | 0,3542 | 0,4432 |
| 51 | 0,2284 | 0,2706 | 0,3188 | 0,3509 | 0,4393 |
| 52 | 0,2262 | 0,2681 | 0,3158 | 0,3477 | 0,4354 |
| 53 | 0,2241 | 0,2656 | 0,3129 | 0,3445 | 0,4317 |
| 54 | 0,2221 | 0,2632 | 0,3102 | 0,3415 | 0,4280 |
| 55 | 0,2201 | 0,2609 | 0,3074 | 0,3385 | 0,4244 |
| 56 | 0,2181 | 0,2586 | 0,3048 | 0,3357 | 0,4210 |
| 57 | 0,2162 | 0,2564 | 0,3022 | 0,3328 | 0,4176 |
| 58 | 0,2144 | 0,2542 | 0,2997 | 0,3301 | 0,4143 |
| 59 | 0,2126 | 0,2521 | 0,2972 | 0,3274 | 0,4110 |
| 60 | 0,2108 | 0,2500 | 0,2948 | 0,3248 | 0,4079 |
| 61 | 0,2091 | 0,2480 | 0,2925 | 0,3223 | 0,4048 |
| 62 | 0,2075 | 0,2461 | 0,2902 | 0,3198 | 0,4018 |
| 63 | 0,2058 | 0,2441 | 0,2880 | 0,3173 | 0,3988 |
| 64 | 0,2042 | 0,2423 | 0,2858 | 0,3150 | 0,3959 |
| 65 | 0,2027 | 0,2404 | 0,2837 | 0,3126 | 0,3931 |
| 66 | 0,2012 | 0,2387 | 0,2816 | 0,3104 | 0,3903 |
| 67 | 0,1997 | 0,2369 | 0,2796 | 0,3081 | 0,3876 |
| 68 | 0,1982 | 0,2352 | 0,2776 | 0,3060 | 0,3850 |
| 69 | 0,1968 | 0,2335 | 0,2756 | 0,3038 | 0,3823 |
| 70 | 0,1954 | 0,2319 | 0,2737 | 0,3017 | 0,3798 |
| 71 | 0,1940 | 0,2303 | 0,2718 | 0,2997 | 0,3773 |
| 72 | 0,1927 | 0,2287 | 0,2700 | 0,2977 | 0,3748 |
| 73 | 0,1914 | 0,2272 | 0,2682 | 0,2957 | 0,3724 |
| 74 | 0,1901 | 0,2257 | 0,2664 | 0,2938 | 0,3701 |
| 75 | 0,1888 | 0,2242 | 0,2647 | 0,2919 | 0,3678 |

|     |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|
| 76  | 0,1876 | 0,2227 | 0,2630 | 0,2900 | 0,3655 |
| 77  | 0,1864 | 0,2213 | 0,2613 | 0,2882 | 0,3633 |
| 78  | 0,1852 | 0,2199 | 0,2597 | 0,2864 | 0,3611 |
| 79  | 0,1841 | 0,2185 | 0,2581 | 0,2847 | 0,3589 |
| 80  | 0,1829 | 0,2172 | 0,2565 | 0,2830 | 0,3568 |
| 81  | 0,1818 | 0,2159 | 0,2550 | 0,2813 | 0,3547 |
| 82  | 0,1807 | 0,2146 | 0,2535 | 0,2796 | 0,3527 |
| 83  | 0,1796 | 0,2133 | 0,2520 | 0,2780 | 0,3507 |
| 84  | 0,1786 | 0,2120 | 0,2505 | 0,2764 | 0,3487 |
| 85  | 0,1775 | 0,2108 | 0,2491 | 0,2748 | 0,3468 |
| 86  | 0,1765 | 0,2096 | 0,2477 | 0,2732 | 0,3449 |
| 87  | 0,1755 | 0,2084 | 0,2463 | 0,2717 | 0,3430 |
| 88  | 0,1745 | 0,2072 | 0,2449 | 0,2702 | 0,3412 |
| 89  | 0,1735 | 0,2061 | 0,2435 | 0,2687 | 0,3393 |
| 90  | 0,1726 | 0,2050 | 0,2422 | 0,2673 | 0,3375 |
| 91  | 0,1716 | 0,2039 | 0,2409 | 0,2659 | 0,3358 |
| 92  | 0,1707 | 0,2028 | 0,2396 | 0,2645 | 0,3341 |
| 93  | 0,1698 | 0,2017 | 0,2384 | 0,2631 | 0,3323 |
| 94  | 0,1689 | 0,2006 | 0,2371 | 0,2617 | 0,3307 |
| 95  | 0,1680 | 0,1996 | 0,2359 | 0,2604 | 0,3290 |
| 96  | 0,1671 | 0,1986 | 0,2347 | 0,2591 | 0,3274 |
| 97  | 0,1663 | 0,1975 | 0,2335 | 0,2578 | 0,3258 |
| 98  | 0,1654 | 0,1966 | 0,2324 | 0,2565 | 0,3242 |
| 99  | 0,1646 | 0,1956 | 0,2312 | 0,2552 | 0,3226 |
| 100 | 0,1638 | 0,1946 | 0,2301 | 0,2540 | 0,3211 |
| 101 | 0,1630 | 0,1937 | 0,2290 | 0,2528 | 0,3196 |
| 102 | 0,1622 | 0,1927 | 0,2279 | 0,2515 | 0,3181 |
| 103 | 0,1614 | 0,1918 | 0,2268 | 0,2504 | 0,3166 |
| 104 | 0,1606 | 0,1909 | 0,2257 | 0,2492 | 0,3152 |
| 105 | 0,1599 | 0,1900 | 0,2247 | 0,2480 | 0,3137 |
| 106 | 0,1591 | 0,1891 | 0,2236 | 0,2469 | 0,3123 |
| 107 | 0,1584 | 0,1882 | 0,2226 | 0,2458 | 0,3109 |
| 108 | 0,1576 | 0,1874 | 0,2216 | 0,2446 | 0,3095 |
| 109 | 0,1569 | 0,1865 | 0,2206 | 0,2436 | 0,3082 |
| 110 | 0,1562 | 0,1857 | 0,2196 | 0,2425 | 0,3068 |
| 111 | 0,1555 | 0,1848 | 0,2186 | 0,2414 | 0,3055 |
| 112 | 0,1548 | 0,1840 | 0,2177 | 0,2403 | 0,3042 |
| 113 | 0,1541 | 0,1832 | 0,2167 | 0,2393 | 0,3029 |
| 114 | 0,1535 | 0,1824 | 0,2158 | 0,2383 | 0,3016 |
| 115 | 0,1528 | 0,1816 | 0,2149 | 0,2373 | 0,3004 |

|     |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|
| 116 | 0,1522 | 0,1809 | 0,2139 | 0,2363 | 0,2991 |
| 117 | 0,1515 | 0,1801 | 0,2131 | 0,2353 | 0,2979 |
| 118 | 0,1509 | 0,1793 | 0,2122 | 0,2343 | 0,2967 |
| 119 | 0,1502 | 0,1786 | 0,2113 | 0,2333 | 0,2955 |
| 120 | 0,1496 | 0,1779 | 0,2104 | 0,2324 | 0,2943 |
| 121 | 0,1490 | 0,1771 | 0,2096 | 0,2315 | 0,2931 |
| 122 | 0,1484 | 0,1764 | 0,2087 | 0,2305 | 0,2920 |
| 123 | 0,1478 | 0,1757 | 0,2079 | 0,2296 | 0,2908 |
| 124 | 0,1472 | 0,1750 | 0,2071 | 0,2287 | 0,2897 |
| 125 | 0,1466 | 0,1743 | 0,2062 | 0,2278 | 0,2886 |
| 126 | 0,1460 | 0,1736 | 0,2054 | 0,2269 | 0,2875 |
| 127 | 0,1455 | 0,1729 | 0,2046 | 0,2260 | 0,2864 |
| 128 | 0,1449 | 0,1723 | 0,2039 | 0,2252 | 0,2853 |
| 129 | 0,1443 | 0,1716 | 0,2031 | 0,2243 | 0,2843 |
| 130 | 0,1438 | 0,1710 | 0,2023 | 0,2235 | 0,2832 |
| 131 | 0,1432 | 0,1703 | 0,2015 | 0,2226 | 0,2822 |
| 132 | 0,1427 | 0,1697 | 0,2008 | 0,2218 | 0,2811 |
| 133 | 0,1422 | 0,1690 | 0,2001 | 0,2210 | 0,2801 |
| 134 | 0,1416 | 0,1684 | 0,1993 | 0,2202 | 0,2791 |
| 135 | 0,1411 | 0,1678 | 0,1986 | 0,2194 | 0,2781 |
| 136 | 0,1406 | 0,1672 | 0,1979 | 0,2186 | 0,2771 |
| 137 | 0,1401 | 0,1666 | 0,1972 | 0,2178 | 0,2761 |
| 138 | 0,1396 | 0,1660 | 0,1965 | 0,2170 | 0,2752 |
| 139 | 0,1391 | 0,1654 | 0,1958 | 0,2163 | 0,2742 |
| 140 | 0,1386 | 0,1648 | 0,1951 | 0,2155 | 0,2733 |
| 141 | 0,1381 | 0,1642 | 0,1944 | 0,2148 | 0,2723 |
| 142 | 0,1376 | 0,1637 | 0,1937 | 0,2140 | 0,2714 |
| 143 | 0,1371 | 0,1631 | 0,1930 | 0,2133 | 0,2705 |
| 144 | 0,1367 | 0,1625 | 0,1924 | 0,2126 | 0,2696 |
| 145 | 0,1362 | 0,1620 | 0,1917 | 0,2118 | 0,2687 |
| 146 | 0,1357 | 0,1614 | 0,1911 | 0,2111 | 0,2678 |
| 147 | 0,1353 | 0,1609 | 0,1904 | 0,2104 | 0,2669 |
| 148 | 0,1348 | 0,1603 | 0,1898 | 0,2097 | 0,2660 |
| 149 | 0,1344 | 0,1598 | 0,1892 | 0,2090 | 0,2652 |
| 150 | 0,1339 | 0,1593 | 0,1886 | 0,2083 | 0,2643 |
| 151 | 0,1335 | 0,1587 | 0,1879 | 0,2077 | 0,2635 |
| 152 | 0,1330 | 0,1582 | 0,1873 | 0,2070 | 0,2626 |
| 153 | 0,1326 | 0,1577 | 0,1867 | 0,2063 | 0,2618 |
| 154 | 0,1322 | 0,1572 | 0,1861 | 0,2057 | 0,2610 |
| 155 | 0,1318 | 0,1567 | 0,1855 | 0,2050 | 0,2602 |

|     |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|
| 156 | 0,1313 | 0,1562 | 0,1849 | 0,2044 | 0,2593 |
| 157 | 0,1309 | 0,1557 | 0,1844 | 0,2037 | 0,2585 |
| 158 | 0,1305 | 0,1552 | 0,1838 | 0,2031 | 0,2578 |
| 159 | 0,1301 | 0,1547 | 0,1832 | 0,2025 | 0,2570 |
| 160 | 0,1297 | 0,1543 | 0,1826 | 0,2019 | 0,2562 |
| 161 | 0,1293 | 0,1538 | 0,1821 | 0,2012 | 0,2554 |
| 162 | 0,1289 | 0,1533 | 0,1815 | 0,2006 | 0,2546 |
| 163 | 0,1285 | 0,1528 | 0,1810 | 0,2000 | 0,2539 |
| 164 | 0,1281 | 0,1524 | 0,1804 | 0,1994 | 0,2531 |
| 165 | 0,1277 | 0,1519 | 0,1799 | 0,1988 | 0,2524 |
| 166 | 0,1273 | 0,1515 | 0,1794 | 0,1982 | 0,2517 |
| 167 | 0,1270 | 0,1510 | 0,1788 | 0,1976 | 0,2509 |
| 168 | 0,1266 | 0,1506 | 0,1783 | 0,1971 | 0,2502 |
| 169 | 0,1262 | 0,1501 | 0,1778 | 0,1965 | 0,2495 |
| 170 | 0,1258 | 0,1497 | 0,1773 | 0,1959 | 0,2488 |
| 171 | 0,1255 | 0,1493 | 0,1768 | 0,1954 | 0,2481 |
| 172 | 0,1251 | 0,1488 | 0,1762 | 0,1948 | 0,2473 |
| 173 | 0,1247 | 0,1484 | 0,1757 | 0,1942 | 0,2467 |
| 174 | 0,1244 | 0,1480 | 0,1752 | 0,1937 | 0,2460 |
| 175 | 0,1240 | 0,1476 | 0,1747 | 0,1932 | 0,2453 |
| 176 | 0,1237 | 0,1471 | 0,1743 | 0,1926 | 0,2446 |
| 177 | 0,1233 | 0,1467 | 0,1738 | 0,1921 | 0,2439 |
| 178 | 0,1230 | 0,1463 | 0,1733 | 0,1915 | 0,2433 |
| 179 | 0,1226 | 0,1459 | 0,1728 | 0,1910 | 0,2426 |
| 180 | 0,1223 | 0,1455 | 0,1723 | 0,1905 | 0,2419 |
| 181 | 0,1220 | 0,1451 | 0,1719 | 0,1900 | 0,2413 |
| 182 | 0,1216 | 0,1447 | 0,1714 | 0,1895 | 0,2406 |
| 183 | 0,1213 | 0,1443 | 0,1709 | 0,1890 | 0,2400 |
| 184 | 0,1210 | 0,1439 | 0,1705 | 0,1884 | 0,2394 |
| 185 | 0,1207 | 0,1435 | 0,1700 | 0,1879 | 0,2387 |
| 186 | 0,1203 | 0,1432 | 0,1696 | 0,1874 | 0,2381 |
| 187 | 0,1200 | 0,1428 | 0,1691 | 0,1869 | 0,2375 |
| 188 | 0,1197 | 0,1424 | 0,1687 | 0,1865 | 0,2369 |
| 189 | 0,1194 | 0,1420 | 0,1682 | 0,1860 | 0,2363 |
| 190 | 0,1191 | 0,1417 | 0,1678 | 0,1855 | 0,2357 |
| 191 | 0,1188 | 0,1413 | 0,1674 | 0,1850 | 0,2351 |
| 192 | 0,1184 | 0,1409 | 0,1669 | 0,1845 | 0,2345 |
| 193 | 0,1181 | 0,1406 | 0,1665 | 0,1841 | 0,2339 |
| 194 | 0,1178 | 0,1402 | 0,1661 | 0,1836 | 0,2333 |
| 195 | 0,1175 | 0,1398 | 0,1657 | 0,1831 | 0,2327 |

|     |        |        |        |        |        |
|-----|--------|--------|--------|--------|--------|
| 196 | 0,1172 | 0,1395 | 0,1652 | 0,1827 | 0,2321 |
| 197 | 0,1169 | 0,1391 | 0,1648 | 0,1822 | 0,2315 |
| 198 | 0,1166 | 0,1388 | 0,1644 | 0,1818 | 0,2310 |
| 199 | 0,1164 | 0,1384 | 0,1640 | 0,1813 | 0,2304 |
| 200 | 0,1161 | 0,1381 | 0,1636 | 0,1809 | 0,2298 |

## Lampiran 15

### t - Tabel

| Pr<br>df | 0.25<br>0.50 | 0.10<br>0.20 | 0.05<br>0.10 | 0.025<br>0.050 | 0.01<br>0.02 | 0.005<br>0.010 | 0.001<br>0.002 |
|----------|--------------|--------------|--------------|----------------|--------------|----------------|----------------|
| 1        | 1.00000      | 3.07768      | 6.31375      | 12.70620       | 31.82052     | 63.65674       | 318.30884      |
| 2        | 0.81650      | 1.88562      | 2.91999      | 4.30265        | 6.96456      | 9.92484        | 22.32712       |
| 3        | 0.76489      | 1.63774      | 2.35336      | 3.18245        | 4.54070      | 5.84091        | 10.21453       |
| 4        | 0.74070      | 1.53321      | 2.13185      | 2.77645        | 3.74695      | 4.60409        | 7.17318        |
| 5        | 0.72669      | 1.47588      | 2.01505      | 2.57058        | 3.36493      | 4.03214        | 5.89343        |
| 6        | 0.71756      | 1.43976      | 1.94318      | 2.44691        | 3.14267      | 3.70743        | 5.20763        |
| 7        | 0.71114      | 1.41492      | 1.89458      | 2.36462        | 2.99795      | 3.49948        | 4.78529        |
| 8        | 0.70639      | 1.39682      | 1.85955      | 2.30600        | 2.89646      | 3.35539        | 4.50079        |
| 9        | 0.70272      | 1.38303      | 1.83311      | 2.26216        | 2.82144      | 3.24984        | 4.29681        |
| 10       | 0.69981      | 1.37218      | 1.81246      | 2.22814        | 2.76377      | 3.16927        | 4.14370        |
| 11       | 0.69745      | 1.36343      | 1.79588      | 2.20099        | 2.71808      | 3.10581        | 4.02470        |
| 12       | 0.69548      | 1.35622      | 1.78229      | 2.17881        | 2.68100      | 3.05454        | 3.92963        |
| 13       | 0.69383      | 1.35017      | 1.77093      | 2.16037        | 2.65031      | 3.01228        | 3.85198        |
| 14       | 0.69242      | 1.34503      | 1.76131      | 2.14479        | 2.62449      | 2.97684        | 3.78739        |
| 15       | 0.69120      | 1.34061      | 1.75305      | 2.13145        | 2.60248      | 2.94671        | 3.73283        |
| 16       | 0.69013      | 1.33676      | 1.74588      | 2.11991        | 2.58349      | 2.92078        | 3.68615        |
| 17       | 0.68920      | 1.33338      | 1.73961      | 2.10982        | 2.56693      | 2.89823        | 3.64577        |
| 18       | 0.68836      | 1.33039      | 1.73406      | 2.10092        | 2.55238      | 2.87844        | 3.61048        |
| 19       | 0.68762      | 1.32773      | 1.72913      | 2.09302        | 2.53948      | 2.86093        | 3.57940        |
| 20       | 0.68695      | 1.32534      | 1.72472      | 2.08596        | 2.52798      | 2.84534        | 3.55181        |
| 21       | 0.68635      | 1.32319      | 1.72074      | 2.07961        | 2.51765      | 2.83136        | 3.52715        |
| 22       | 0.68581      | 1.32124      | 1.71714      | 2.07387        | 2.50832      | 2.81876        | 3.50499        |
| 23       | 0.68531      | 1.31946      | 1.71387      | 2.06866        | 2.49987      | 2.80734        | 3.48496        |
| 24       | 0.68485      | 1.31784      | 1.71088      | 2.06390        | 2.49216      | 2.79694        | 3.46678        |
| 25       | 0.68443      | 1.31635      | 1.70814      | 2.05954        | 2.48511      | 2.78744        | 3.45019        |
| 26       | 0.68404      | 1.31497      | 1.70562      | 2.05553        | 2.47863      | 2.77871        | 3.43500        |
| 27       | 0.68368      | 1.31370      | 1.70329      | 2.05183        | 2.47266      | 2.77068        | 3.42103        |
| 28       | 0.68335      | 1.31253      | 1.70113      | 2.04841        | 2.46714      | 2.76326        | 3.40816        |
| 29       | 0.68304      | 1.31143      | 1.69913      | 2.04523        | 2.46202      | 2.75639        | 3.39624        |

|    |         |         |         |                |         |         |         |
|----|---------|---------|---------|----------------|---------|---------|---------|
| 30 | 0.68276 | 1.31042 | 1.69726 | 2.04227        | 2.45726 | 2.75000 | 3.38518 |
| 31 | 0.68249 | 1.30946 | 1.69552 | 2.03951        | 2.45282 | 2.74404 | 3.37490 |
| 32 | 0.68223 | 1.30857 | 1.69389 | 2.03693        | 2.44868 | 2.73848 | 3.36531 |
| 33 | 0.68200 | 1.30774 | 1.69236 | 2.03452        | 2.44479 | 2.73328 | 3.35634 |
| 34 | 0.68177 | 1.30695 | 1.69092 | 2.03224        | 2.44115 | 2.72839 | 3.34793 |
| 35 | 0.68156 | 1.30621 | 1.68957 | 2.03011        | 2.43772 | 2.72381 | 3.34005 |
| 36 | 0.68137 | 1.30551 | 1.68830 | 2.02809        | 2.43449 | 2.71948 | 3.33262 |
| 37 | 0.68118 | 1.30485 | 1.68709 | 2.02619        | 2.43145 | 2.71541 | 3.32563 |
| 38 | 0.68100 | 1.30423 | 1.68595 | 2.02439        | 2.42857 | 2.71156 | 3.31903 |
| 39 | 0.68083 | 1.30364 | 1.68488 | 2.02269        | 2.42584 | 2.70791 | 3.31279 |
| 40 | 0.68067 | 1.30308 | 1.68385 | 2.02108        | 2.42326 | 2.70446 | 3.30688 |
| 41 | 0.68052 | 1.30254 | 1.68288 | 2.01954        | 2.42080 | 2.70118 | 3.30127 |
| 42 | 0.68038 | 1.30204 | 1.68195 | 2.01808        | 2.41847 | 2.69807 | 3.29595 |
| 43 | 0.68024 | 1.30155 | 1.68107 | 2.01669        | 2.41625 | 2.69510 | 3.29089 |
| 44 | 0.68011 | 1.30109 | 1.68023 | 2.01537        | 2.41413 | 2.69228 | 3.28607 |
| 45 | 0.67998 | 1.30065 | 1.67943 | 2.01410        | 2.41212 | 2.68959 | 3.28148 |
| 46 | 0.67986 | 1.30023 | 1.67866 | 2.01290        | 2.41019 | 2.68701 | 3.27710 |
| 47 | 0.67975 | 1.29982 | 1.67793 | 2.01174        | 2.40835 | 2.68456 | 3.27291 |
| 48 | 0.67964 | 1.29944 | 1.67722 | 2.01063        | 2.40658 | 2.68220 | 3.26891 |
| 49 | 0.67953 | 1.29907 | 1.67655 | <b>2.00958</b> | 2.40489 | 2.67995 | 3.26508 |
| 50 | 0.67943 | 1.29871 | 1.67591 | 2.00856        | 2.40327 | 2.67779 | 3.26141 |
| 51 | 0.67933 | 1.29837 | 1.67528 | 2.00758        | 2.40172 | 2.67572 | 3.25789 |
| 52 | 0.67924 | 1.29805 | 1.67469 | 2.00665        | 2.40022 | 2.67373 | 3.25451 |
| 53 | 0.67915 | 1.29773 | 1.67412 | 2.00575        | 2.39879 | 2.67182 | 3.25127 |
| 54 | 0.67906 | 1.29743 | 1.67356 | 2.00488        | 2.39741 | 2.66998 | 3.24815 |
| 55 | 0.67898 | 1.29713 | 1.67303 | 2.00404        | 2.39608 | 2.66822 | 3.24515 |
| 56 | 0.67890 | 1.29685 | 1.67252 | 2.00324        | 2.39480 | 2.66651 | 3.24226 |
| 57 | 0.67882 | 1.29658 | 1.67203 | 2.00247        | 2.39357 | 2.66487 | 3.23948 |
| 58 | 0.67874 | 1.29632 | 1.67155 | 2.00172        | 2.39238 | 2.66329 | 3.23680 |
| 59 | 0.67867 | 1.29607 | 1.67109 | 2.00100        | 2.39123 | 2.66176 | 3.23421 |
| 60 | 0.67860 | 1.29582 | 1.67065 | 2.00030        | 2.39012 | 2.66028 | 3.23171 |
| 61 | 0.67853 | 1.29558 | 1.67022 | 1.99962        | 2.38905 | 2.65886 | 3.22930 |
| 62 | 0.67847 | 1.29536 | 1.66980 | 1.99897        | 2.38801 | 2.65748 | 3.22696 |
| 63 | 0.67840 | 1.29513 | 1.66940 | 1.99834        | 2.38701 | 2.65615 | 3.22471 |



|           |         |         |         |         |         |         |         |
|-----------|---------|---------|---------|---------|---------|---------|---------|
| <b>64</b> | 0.67834 | 1.29492 | 1.66901 | 1.99773 | 2.38604 | 2.65485 | 3.22253 |
| <b>65</b> | 0.67828 | 1.29471 | 1.66864 | 1.99714 | 2.38510 | 2.65360 | 3.22041 |
| <b>66</b> | 0.67823 | 1.29451 | 1.66827 | 1.99656 | 2.38419 | 2.65239 | 3.21837 |
| <b>67</b> | 0.67817 | 1.29432 | 1.66792 | 1.99601 | 2.38330 | 2.65122 | 3.21639 |
| <b>68</b> | 0.67811 | 1.29413 | 1.66757 | 1.99547 | 2.38245 | 2.65008 | 3.21446 |
| <b>69</b> | 0.67806 | 1.29394 | 1.66724 | 1.99495 | 2.38161 | 2.64898 | 3.21260 |
| <b>70</b> | 0.67801 | 1.29376 | 1.66691 | 1.99444 | 2.38081 | 2.64790 | 3.21079 |
| <b>71</b> | 0.67796 | 1.29359 | 1.66660 | 1.99394 | 2.38002 | 2.64686 | 3.20903 |
| <b>72</b> | 0.67791 | 1.29342 | 1.66629 | 1.99346 | 2.37926 | 2.64585 | 3.20733 |
| <b>73</b> | 0.67787 | 1.29326 | 1.66600 | 1.99300 | 2.37852 | 2.64487 | 3.20567 |
| <b>74</b> | 0.67782 | 1.29310 | 1.66571 | 1.99254 | 2.37780 | 2.64391 | 3.20406 |

**Lampiran 16**  
**F - Tabel**

| dfuntuk<br>penyebut<br>(N2) | dfuntukpembila<br>ng (N1) |       |       |       |       |       |       |       |       |       |       |       |       |       |       |
|-----------------------------|---------------------------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|-------|
|                             | 1                         | 2     | 3     | 4     | 5     | 6     | 7     | 8     | 9     | 10    | 11    | 12    | 13    | 14    | 15    |
| 1                           | 161                       | 199   | 216   | 225   | 230   | 234   | 237   | 239   | 241   | 242   | 243   | 244   | 245   | 245   | 246   |
| 2                           | 18.51                     | 19.00 | 19.16 | 19.25 | 19.30 | 19.33 | 19.35 | 19.37 | 19.38 | 19.40 | 19.40 | 19.41 | 19.42 | 19.42 | 19.43 |
| 3                           | 10.13                     | 9.55  | 9.28  | 9.12  | 9.01  | 8.94  | 8.89  | 8.85  | 8.81  | 8.79  | 8.76  | 8.74  | 8.73  | 8.71  | 8.70  |
| 4                           | 7.71                      | 6.94  | 6.59  | 6.39  | 6.26  | 6.16  | 6.09  | 6.04  | 6.00  | 5.96  | 5.94  | 5.91  | 5.89  | 5.87  | 5.86  |
| 5                           | 6.61                      | 5.79  | 5.41  | 5.19  | 5.05  | 4.95  | 4.88  | 4.82  | 4.77  | 4.74  | 4.70  | 4.68  | 4.66  | 4.64  | 4.62  |
| 6                           | 5.99                      | 5.14  | 4.76  | 4.53  | 4.39  | 4.28  | 4.21  | 4.15  | 4.10  | 4.06  | 4.03  | 4.00  | 3.98  | 3.96  | 3.94  |
| 7                           | 5.59                      | 4.74  | 4.35  | 4.12  | 3.97  | 3.87  | 3.79  | 3.73  | 3.68  | 3.64  | 3.60  | 3.57  | 3.55  | 3.53  | 3.51  |
| 8                           | 5.32                      | 4.46  | 4.07  | 3.84  | 3.69  | 3.58  | 3.50  | 3.44  | 3.39  | 3.35  | 3.31  | 3.28  | 3.26  | 3.24  | 3.22  |
| 9                           | 5.12                      | 4.26  | 3.86  | 3.63  | 3.48  | 3.37  | 3.29  | 3.23  | 3.18  | 3.14  | 3.10  | 3.07  | 3.05  | 3.03  | 3.01  |
| 10                          | 4.96                      | 4.10  | 3.71  | 3.48  | 3.33  | 3.22  | 3.14  | 3.07  | 3.02  | 2.98  | 2.94  | 2.91  | 2.89  | 2.86  | 2.85  |
| 11                          | 4.84                      | 3.98  | 3.59  | 3.36  | 3.20  | 3.09  | 3.01  | 2.95  | 2.90  | 2.85  | 2.82  | 2.79  | 2.76  | 2.74  | 2.72  |
| 12                          | 4.75                      | 3.89  | 3.49  | 3.26  | 3.11  | 3.00  | 2.91  | 2.85  | 2.80  | 2.75  | 2.72  | 2.69  | 2.66  | 2.64  | 2.62  |
| 13                          | 4.67                      | 3.81  | 3.41  | 3.18  | 3.03  | 2.92  | 2.83  | 2.77  | 2.71  | 2.67  | 2.63  | 2.60  | 2.58  | 2.55  | 2.53  |
| 14                          | 4.60                      | 3.74  | 3.34  | 3.11  | 2.96  | 2.85  | 2.76  | 2.70  | 2.65  | 2.60  | 2.57  | 2.53  | 2.51  | 2.48  | 2.46  |
| 15                          | 4.54                      | 3.68  | 3.29  | 3.06  | 2.90  | 2.79  | 2.71  | 2.64  | 2.59  | 2.54  | 2.51  | 2.48  | 2.45  | 2.42  | 2.40  |
| 16                          | 4.49                      | 3.63  | 3.24  | 3.01  | 2.85  | 2.74  | 2.66  | 2.59  | 2.54  | 2.49  | 2.46  | 2.42  | 2.40  | 2.37  | 2.35  |
| 17                          | 4.45                      | 3.59  | 3.20  | 2.96  | 2.81  | 2.70  | 2.61  | 2.55  | 2.49  | 2.45  | 2.41  | 2.38  | 2.35  | 2.33  | 2.31  |
| 18                          | 4.41                      | 3.55  | 3.16  | 2.93  | 2.77  | 2.66  | 2.58  | 2.51  | 2.46  | 2.41  | 2.37  | 2.34  | 2.31  | 2.29  | 2.27  |
| 19                          | 4.38                      | 3.52  | 3.13  | 2.90  | 2.74  | 2.63  | 2.54  | 2.48  | 2.42  | 2.38  | 2.34  | 2.31  | 2.28  | 2.26  | 2.23  |
| 20                          | 4.35                      | 3.49  | 3.10  | 2.87  | 2.71  | 2.60  | 2.51  | 2.45  | 2.39  | 2.35  | 2.31  | 2.28  | 2.25  | 2.22  | 2.20  |
| 21                          | 4.32                      | 3.47  | 3.07  | 2.84  | 2.68  | 2.57  | 2.49  | 2.42  | 2.37  | 2.32  | 2.28  | 2.25  | 2.22  | 2.20  | 2.18  |
| 22                          | 4.30                      | 3.44  | 3.05  | 2.82  | 2.66  | 2.55  | 2.46  | 2.40  | 2.34  | 2.30  | 2.26  | 2.23  | 2.20  | 2.17  | 2.15  |
| 23                          | 4.28                      | 3.42  | 3.03  | 2.80  | 2.64  | 2.53  | 2.44  | 2.37  | 2.32  | 2.27  | 2.24  | 2.20  | 2.18  | 2.15  | 2.13  |
| 24                          | 4.26                      | 3.40  | 3.01  | 2.78  | 2.62  | 2.51  | 2.42  | 2.36  | 2.30  | 2.25  | 2.22  | 2.18  | 2.15  | 2.13  | 2.11  |
| 25                          | 4.24                      | 3.39  | 2.99  | 2.76  | 2.60  | 2.49  | 2.40  | 2.34  | 2.28  | 2.24  | 2.20  | 2.16  | 2.14  | 2.11  | 2.09  |
| 26                          | 4.23                      | 3.37  | 2.98  | 2.74  | 2.59  | 2.47  | 2.39  | 2.32  | 2.27  | 2.22  | 2.18  | 2.15  | 2.12  | 2.09  | 2.07  |
| 27                          | 4.21                      | 3.35  | 2.96  | 2.73  | 2.57  | 2.46  | 2.37  | 2.31  | 2.25  | 2.20  | 2.17  | 2.13  | 2.10  | 2.08  | 2.06  |
| 28                          | 4.20                      | 3.34  | 2.95  | 2.71  | 2.56  | 2.45  | 2.36  | 2.29  | 2.24  | 2.19  | 2.15  | 2.12  | 2.09  | 2.06  | 2.04  |
| 29                          | 4.18                      | 3.33  | 2.93  | 2.70  | 2.55  | 2.43  | 2.35  | 2.28  | 2.22  | 2.18  | 2.14  | 2.10  | 2.08  | 2.05  | 2.03  |
| 30                          | 4.17                      | 3.32  | 2.92  | 2.69  | 2.53  | 2.42  | 2.33  | 2.27  | 2.21  | 2.16  | 2.13  | 2.09  | 2.06  | 2.04  | 2.01  |
| 31                          | 4.16                      | 3.30  | 2.91  | 2.68  | 2.52  | 2.41  | 2.32  | 2.25  | 2.20  | 2.15  | 2.11  | 2.08  | 2.05  | 2.03  | 2.00  |
| 32                          | 4.15                      | 3.29  | 2.90  | 2.67  | 2.51  | 2.40  | 2.31  | 2.24  | 2.19  | 2.14  | 2.10  | 2.07  | 2.04  | 2.01  | 1.99  |
| 33                          | 4.14                      | 3.28  | 2.89  | 2.66  | 2.50  | 2.39  | 2.30  | 2.23  | 2.18  | 2.13  | 2.09  | 2.06  | 2.03  | 2.00  | 1.98  |
| 34                          | 4.13                      | 3.28  | 2.88  | 2.65  | 2.49  | 2.38  | 2.29  | 2.23  | 2.17  | 2.12  | 2.08  | 2.05  | 2.02  | 1.99  | 1.97  |
| 35                          | 4.12                      | 3.27  | 2.87  | 2.64  | 2.49  | 2.37  | 2.29  | 2.22  | 2.16  | 2.11  | 2.07  | 2.04  | 2.01  | 1.99  | 1.96  |
| 36                          | 4.11                      | 3.26  | 2.87  | 2.63  | 2.48  | 2.36  | 2.28  | 2.21  | 2.15  | 2.11  | 2.07  | 2.03  | 2.00  | 1.98  | 1.95  |
| 37                          | 4.11                      | 3.25  | 2.86  | 2.63  | 2.47  | 2.36  | 2.27  | 2.20  | 2.14  | 2.10  | 2.06  | 2.02  | 2.00  | 1.97  | 1.95  |
| 38                          | 4.10                      | 3.24  | 2.85  | 2.62  | 2.46  | 2.35  | 2.26  | 2.19  | 2.14  | 2.09  | 2.05  | 2.02  | 1.99  | 1.96  | 1.94  |
| 39                          | 4.09                      | 3.24  | 2.85  | 2.61  | 2.46  | 2.34  | 2.26  | 2.19  | 2.13  | 2.08  | 2.04  | 2.01  | 1.98  | 1.95  | 1.93  |
| 40                          | 4.08                      | 3.23  | 2.84  | 2.61  | 2.45  | 2.34  | 2.25  | 2.18  | 2.12  | 2.08  | 2.04  | 2.00  | 1.97  | 1.95  | 1.92  |

| dfuntuk<br>penyebut | dfuntukpembilang (N1) |             |      |      |      |      |      |      |      |      |      |      |      |      |      |
|---------------------|-----------------------|-------------|------|------|------|------|------|------|------|------|------|------|------|------|------|
|                     | 1                     | 2           | 3    | 4    | 5    | 6    | 7    | 8    | 9    | 10   | 11   | 12   | 13   | 14   | 15   |
| 46                  | 4.05                  | 3.20        | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | 2.15 | 2.09 | 2.04 | 2.00 | 1.97 | 1.94 | 1.91 | 1.89 |
| 47                  | 4.05                  | 3.20        | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | 2.14 | 2.09 | 2.04 | 2.00 | 1.96 | 1.93 | 1.91 | 1.88 |
| 48                  | 4.05                  | <b>3.19</b> | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | 2.14 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 49                  | 4.04                  | 3.19        | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.08 | 2.03 | 1.99 | 1.96 | 1.93 | 1.90 | 1.88 |
| 50                  | 4.03                  | 3.18        | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | 2.13 | 2.07 | 2.03 | 1.99 | 1.95 | 1.92 | 1.89 | 1.87 |
| 51                  | 4.03                  | 3.18        | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | 2.13 | 2.07 | 2.02 | 1.98 | 1.95 | 1.92 | 1.89 | 1.87 |
| 52                  | 4.03                  | 3.18        | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.07 | 2.02 | 1.98 | 1.94 | 1.91 | 1.89 | 1.86 |
| 53                  | 4.02                  | 3.17        | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 54                  | 4.02                  | 3.17        | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | 2.12 | 2.06 | 2.01 | 1.97 | 1.94 | 1.91 | 1.88 | 1.86 |
| 55                  | 4.02                  | 3.16        | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.06 | 2.01 | 1.97 | 1.93 | 1.90 | 1.88 | 1.85 |
| 56                  | 4.01                  | 3.16        | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 57                  | 4.01                  | 3.16        | 2.77 | 2.53 | 2.38 | 2.26 | 2.18 | 2.11 | 2.05 | 2.00 | 1.96 | 1.93 | 1.90 | 1.87 | 1.85 |
| 58                  | 4.01                  | 3.16        | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.05 | 2.00 | 1.96 | 1.92 | 1.89 | 1.87 | 1.84 |
| 59                  | 4.00                  | 3.15        | 2.76 | 2.53 | 2.37 | 2.26 | 2.17 | 2.10 | 2.04 | 2.00 | 1.96 | 1.92 | 1.89 | 1.86 | 1.84 |
| 60                  | 4.00                  | 3.15        | 2.76 | 2.53 | 2.37 | 2.25 | 2.17 | 2.10 | 2.04 | 1.99 | 1.95 | 1.92 | 1.89 | 1.86 | 1.84 |
| 61                  | 4.00                  | 3.15        | 2.76 | 2.52 | 2.37 | 2.25 | 2.16 | 2.09 | 2.04 | 1.99 | 1.95 | 1.91 | 1.88 | 1.86 | 1.83 |
| 62                  | 4.00                  | 3.15        | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.99 | 1.95 | 1.91 | 1.88 | 1.85 | 1.83 |
| 63                  | 3.99                  | 3.14        | 2.75 | 2.52 | 2.36 | 2.25 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 64                  | 3.99                  | 3.14        | 2.75 | 2.52 | 2.36 | 2.24 | 2.16 | 2.09 | 2.03 | 1.98 | 1.94 | 1.91 | 1.88 | 1.85 | 1.83 |
| 65                  | 3.99                  | 3.14        | 2.75 | 2.51 | 2.36 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.85 | 1.82 |
| 66                  | 3.99                  | 3.14        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.03 | 1.98 | 1.94 | 1.90 | 1.87 | 1.84 | 1.82 |
| 67                  | 3.98                  | 3.13        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.98 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 68                  | 3.98                  | 3.13        | 2.74 | 2.51 | 2.35 | 2.24 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.87 | 1.84 | 1.82 |
| 69                  | 3.98                  | 3.13        | 2.74 | 2.50 | 2.35 | 2.23 | 2.15 | 2.08 | 2.02 | 1.97 | 1.93 | 1.90 | 1.86 | 1.84 | 1.81 |
| 70                  | 3.98                  | 3.13        | 2.74 | 2.50 | 2.35 | 2.23 | 2.14 | 2.07 | 2.02 | 1.97 | 1.93 | 1.89 | 1.86 | 1.84 | 1.81 |
| 71                  | 3.98                  | 3.13        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.97 | 1.93 | 1.89 | 1.86 | 1.83 | 1.81 |
| 72                  | 3.97                  | 3.12        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 73                  | 3.97                  | 3.12        | 2.73 | 2.50 | 2.34 | 2.23 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.86 | 1.83 | 1.81 |
| 74                  | 3.97                  | 3.12        | 2.73 | 2.50 | 2.34 | 2.22 | 2.14 | 2.07 | 2.01 | 1.96 | 1.92 | 1.89 | 1.85 | 1.83 | 1.80 |
| 75                  | 3.97                  | 3.12        | 2.73 | 2.49 | 2.34 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.83 | 1.80 |
| 76                  | 3.97                  | 3.12        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.01 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 77                  | 3.97                  | 3.12        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.96 | 1.92 | 1.88 | 1.85 | 1.82 | 1.80 |
| 78                  | 3.96                  | 3.11        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.80 |
| 79                  | 3.96                  | 3.11        | 2.72 | 2.49 | 2.33 | 2.22 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.85 | 1.82 | 1.79 |
| 80                  | 3.96                  | 3.11        | 2.72 | 2.49 | 2.33 | 2.21 | 2.13 | 2.06 | 2.00 | 1.95 | 1.91 | 1.88 | 1.84 | 1.82 | 1.79 |
| 81                  | 3.96                  | 3.11        | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.82 | 1.79 |
| 82                  | 3.96                  | 3.11        | 2.72 | 2.48 | 2.33 | 2.21 | 2.12 | 2.05 | 2.00 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 83                  | 3.96                  | 3.11        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.91 | 1.87 | 1.84 | 1.81 | 1.79 |
| 84                  | 3.95                  | 3.11        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.95 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |
| 85                  | 3.95                  | 3.10        | 2.71 | 2.48 | 2.32 | 2.21 | 2.12 | 2.05 | 1.99 | 1.94 | 1.90 | 1.87 | 1.84 | 1.81 | 1.79 |

