

Lampiran I

Bandar Lampung, 12 Juni 2024

Hal : Permohonan Bantuan Pengisian Kuesioner

Kepada Yth :

Bapak/ Ibu

Di Tempat

Dengan ini saya :

Nama : Talitha Ahlam Demiry
NPM : 2012110040
Jurusan : S1 Manajemen
Dosen Pembimbing : Dr. Mieke Rahayu M.M
E-mail : Talithaahlam3@gmail.com

Dengan Hormat,

Bersama ini saya sampaikan bahwa saya bermaksud mengadakan penelitian pada CMO PT. Wahana Ottomitra Multiartha (Wom Finance) Bandar Lampung Penelitian ini dilaksanakan dalam rangka penulisan skripsi sebagai salah satu syarat dalam penyelesaian studi pada program Sarjana IIB Darmajaya. Konsentrasi Manajemen Sumber Daya Manusia. Tentang “**PENGARUH DISIPLIN KERJA DAN DISIPLIN KERJA TERHADAP TURNOVER INTENTION KARYAWAN CV. DUTA SQUARE BANDAR LAMPUNG**”.

Sehubungan dengan maksud di atas, saya mengharapkan bantuan saudara untuk bersedia mengisi instrumen penelitian ini sesuai dengan pendapat dan pengalaman yang dimiliki. Instrumen ini dirancang sedemikian rupa sehingga tidak seorang pun dapat menelusuri sumber informasinya. Oleh karena itu saudara diharapkan dapat memberikan jawaban sesuai dengan keadaan sesungguhnya, dan saya menjamin kerahasiaan dari jawaban saudara.

Bantuan dan partisipasi saudara merupakan sumbangan yang sangat berharga bagi terselenggaranya penelitian ilmiah ini. Untuk itu semuanya saya ucapkan terima kasih.

Hormat Saya,

Talitha Ahlam
NPM.2012110040

KUESIONER

Pertanyaan di bawah ini dalam rangka penelitian skripsi dengan judul :

PENGARUH DISIPLIN KERJA DAN DISIPLIN KERJA TERHADAP TURNOVER INTENTION KARYAWAN CV. DUTA SQUARE BANDAR LAMPUNG

Petunjuk pengisian :

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur.
2. Berilah tanda (√) pada salah satu jawaban yang paling benar.
3. Pertanyaan / pernyataan harus dijawab semua

SS = Sangat Setuju

S = Setuju

CS = Cukup Setuju

TS = Tidak Setuju

STS = Sangat Tidak Setuju

No. Res :

IDENTITAS RESPONDEN

1. Nama Responden :
(boleh/tidak diisi)

2. Umur : 20 – 30 tahun 41 – 50 tahun

31 – 40 tahun > > 50 tahun

3. Jenis Kelamin : Laki – Laki Perempuan

4. Pendidikan Terakhir : SMA

S1

5. Masa Kerja : 0 – 2 tahun 5 – 6 tahun

3 – 4 tahun > 7 tahun

DAFTAR PERNYATAAN

Disiplin Kerja (X₁)

| No | Pernyataan | Jawaban | | | | |
|------------------|--|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Gaji | | | | | | |
| 1. | Perusahaan memberikan gaji pokok tepat waktu. | | | | | |
| 2. | Gaji pokok yang diberikan perusahaan sesuai dengan tugas dan tanggung jawab karyawan. | | | | | |
| Insentif | | | | | | |
| 3. | Insentif yang diberikan perusahaan sesuai dengan target yang di tentukan perusahaan. | | | | | |
| 4. | Perusahaan memberikan insentif sesuai dengan kebijakan yang telah ditetapkan perusahaan. | | | | | |
| Tunjangan | | | | | | |
| 5. | Perusahaan memberikan fasilitas asuransi kesehatan asuransi jiwa kepada karyawan. | | | | | |
| 6. | Perusahaan memberikan fasilitas dana pensiun kepada karyawan. | | | | | |
| Bonus | | | | | | |
| 7. | Bonus diberikan ketika target perusahaan telah tercapai | | | | | |
| 8. | Perusahaan memberikan bonus sesuai dengan jabatan karyawan | | | | | |

Disiplin Kerja (X₂)

| No | Pernyataan | Jawaban | | | | |
|--------------------------------------|---|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Kehadiran Ditempat Kerja | | | | | | |
| 1. | Selalu hadir tepat waktu sesuai dengan SOP Perusahaan | | | | | |
| 2. | Memiliki penilaian absensi yang baik | | | | | |
| Ketaatan Pada Peraturan Kerja | | | | | | |
| 3. | Ketika sedang berkerja saya tidak melalaikan peraturan kerja yang berlaku | | | | | |
| 4. | Berkerja sesuai dengan ketentuan yang berlaku di perusahaan | | | | | |
| Tingkat kewaspadaan tinggi | | | | | | |
| 5. | Selalu menyelesaikan tugas yang dibebankan kepada saya | | | | | |
| 6. | Hasil kerja saya sudah sesuai dengan ketentuan perusahaan | | | | | |

Turnover Intention (Y)

| No | Pernyataan | Jawaban | | | | |
|--|--|---------|---|----|----|-----|
| | | SS | S | CS | TS | STS |
| Memikirkan Untuk Keluar | | | | | | |
| 1. | Memiliki pemikiran untuk keluar dari perusahaan. | | | | | |
| 2. | Karyawan memikirkan untuk secepatnya berhenti dari perusahaan. | | | | | |
| Pencarian Alternatif Pekerjaan Lain | | | | | | |
| 3. | Karyawan akan segera mencari pekerjaan baru. | | | | | |
| 4. | Karyawan memasukan lamaran pekerjaan ke perusahaan baru. | | | | | |
| Niat Untuk Keluar | | | | | | |
| 5. | Karyawan akan mempertimbangkan untuk mengambil pekerjaan lain. | | | | | |
| 6. | Karyawan akan secepatnya meninggalkan perusahaan. | | | | | |

Lampiran II
Hasil Jawaban Responden

Hasil jawaban Responden Kompensasi Finansial (X1)

| KF1 | KF2 | KF3 | KF4 | KF5 | KF6 | KF7 | KF8 | TOTAL KF |
|-----|-----|-----|-----|-----|-----|-----|-----|----------|
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 37 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 34 |
| 3 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 30 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 29 |
| 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 32 |
| 1 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 28 |
| 1 | 4 | 4 | 4 | 4 | 2 | 3 | 4 | 26 |
| 1 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 23 |
| 1 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 23 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 29 |
| 3 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 24 |
| 2 | 2 | 3 | 4 | 2 | 2 | 2 | 2 | 19 |
| 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 28 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 34 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 37 |
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 39 |
| 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 31 |
| 3 | 3 | 5 | 5 | 5 | 2 | 3 | 5 | 29 |
| 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 33 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 32 |
| 3 | 3 | 4 | 5 | 4 | 5 | 3 | 4 | 25 |
| 4 | 3 | 5 | 5 | 5 | 4 | 3 | 5 | 26 |
| 4 | 4 | 5 | 4 | 4 | 4 | 3 | 4 | 26 |
| 4 | 4 | 4 | 5 | 4 | 3 | 3 | 4 | 29 |
| 4 | 3 | 5 | 5 | 5 | 3 | 4 | 5 | 22 |
| 4 | 4 | 5 | 5 | 5 | 3 | 4 | 5 | 16 |
| 2 | 3 | 4 | 5 | 4 | 4 | 3 | 4 | 27 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 27 |
| 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 34 |
| 1 | 2 | 2 | 4 | 4 | 4 | 2 | 4 | 35 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 37 |
| 3 | 2 | 4 | 4 | 3 | 2 | 3 | 3 | 33 |
| 2 | 2 | 3 | 4 | 3 | 2 | 2 | 2 | 28 |
| 3 | 3 | 4 | 4 | 3 | 4 | 4 | 3 | 32 |
| 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 35 |
| 4 | 5 | 5 | 5 | 4 | 4 | 3 | 4 | 32 |
| 4 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 34 |

| | | | | | | | | |
|---|---|---|---|---|---|---|---|----|
| 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 32 |
| 4 | 4 | 5 | 5 | 4 | 4 | 3 | 4 | 30 |
| 3 | 3 | 5 | 5 | 5 | 2 | 3 | 5 | 33 |
| 4 | 4 | 5 | 5 | 4 | 3 | 3 | 4 | 33 |
| 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 31 |
| 4 | 4 | 4 | 5 | 5 | 4 | 3 | 5 | 27 |
| 3 | 4 | 5 | 4 | 4 | 2 | 4 | 4 | 33 |
| 3 | 4 | 4 | 4 | 4 | 3 | 3 | 4 | 25 |
| 5 | 4 | 4 | 4 | 4 | 5 | 2 | 4 | 29 |
| 3 | 4 | 4 | 4 | 4 | 5 | 3 | 4 | 22 |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 3 | 2 | 2 | 4 | 4 | 4 | 4 | 4 | 29 |

Hasil jawaban Responden Disiplin Kerja (X2)

| DK1 | DK2 | DK3 | DK4 | DK5 | DK6 | TOTAL DK |
|-----|-----|-----|-----|-----|-----|----------|
| 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 2 | 4 | 4 | 4 | 2 | 5 | 21 |
| 1 | 4 | 4 | 4 | 4 | 5 | 22 |
| 3 | 4 | 3 | 4 | 3 | 2 | 19 |
| 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 2 | 4 | 3 | 3 | 4 | 2 | 18 |
| 2 | 4 | 3 | 2 | 3 | 2 | 16 |
| 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 3 | 5 | 4 | 5 | 4 | 2 | 23 |
| 3 | 5 | 5 | 4 | 4 | 3 | 24 |
| 3 | 5 | 5 | 5 | 5 | 4 | 27 |
| 3 | 5 | 4 | 4 | 5 | 5 | 26 |
| 3 | 5 | 4 | 5 | 5 | 4 | 26 |
| 4 | 4 | 5 | 4 | 5 | 4 | 26 |
| 3 | 5 | 4 | 4 | 4 | 3 | 23 |

| | | | | | | |
|---|---|---|---|---|---|----|
| 3 | 5 | 4 | 5 | 4 | 3 | 24 |
| 4 | 5 | 4 | 5 | 4 | 3 | 25 |
| 4 | 5 | 5 | 4 | 4 | 4 | 26 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 4 | 5 | 5 | 3 | 5 | 4 | 26 |
| 2 | 4 | 2 | 4 | 4 | 4 | 20 |
| 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 2 | 4 | 3 | 3 | 4 | 2 | 18 |
| 2 | 4 | 3 | 2 | 3 | 2 | 16 |
| 3 | 4 | 3 | 3 | 4 | 4 | 21 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 4 | 5 | 5 | 5 | 5 | 4 | 28 |
| 4 | 5 | 5 | 4 | 5 | 4 | 27 |
| 3 | 5 | 4 | 5 | 4 | 2 | 23 |
| 3 | 5 | 5 | 4 | 4 | 3 | 24 |
| 4 | 5 | 5 | 4 | 5 | 5 | 28 |
| 4 | 5 | 4 | 5 | 4 | 4 | 26 |
| 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 3 | 4 | 4 | 4 | 4 | 3 | 22 |
| 2 | 4 | 4 | 4 | 2 | 5 | 21 |
| 1 | 4 | 4 | 4 | 4 | 5 | 22 |
| 3 | 4 | 3 | 4 | 3 | 4 | 21 |
| 2 | 4 | 2 | 4 | 4 | 4 | 20 |

Hasil jawaban Responden Turnover Intentions (Y)

| TO1 | TO2 | TO3 | TO4 | TO5 | TO6 | TOTAL TO |
|-----|-----|-----|-----|-----|-----|----------|
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 3 | 4 | 4 | 2 | 21 |
| 4 | 4 | 2 | 4 | 4 | 4 | 22 |
| 4 | 4 | 2 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 4 | 4 | 3 | 3 | 3 | 2 | 19 |

| | | | | | | |
|---|---|---|---|---|---|----|
| 4 | 4 | 3 | 2 | 2 | 1 | 16 |
| 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 4 | 5 | 5 | 2 | 26 |
| 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 4 | 4 | 4 | 5 | 27 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 4 | 4 | 5 | 4 | 4 | 4 | 25 |
| 5 | 5 | 4 | 4 | 4 | 3 | 25 |
| 5 | 5 | 4 | 5 | 5 | 3 | 27 |
| 5 | 5 | 4 | 5 | 5 | 3 | 27 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 5 | 5 | 5 | 3 | 4 | 4 | 26 |
| 4 | 4 | 2 | 4 | 4 | 4 | 22 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 4 | 4 | 3 | 3 | 3 | 2 | 19 |
| 4 | 4 | 3 | 2 | 2 | 1 | 16 |
| 4 | 4 | 3 | 3 | 3 | 4 | 21 |
| 3 | 3 | 4 | 4 | 4 | 3 | 21 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 5 | 5 | 5 | 4 | 29 |
| 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 5 | 5 | 4 | 5 | 5 | 2 | 26 |
| 5 | 5 | 5 | 4 | 4 | 3 | 26 |
| 5 | 5 | 5 | 4 | 5 | 5 | 29 |
| 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 4 | 4 | 4 | 4 | 4 | 2 | 22 |
| 4 | 4 | 4 | 4 | 4 | 3 | 23 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 4 | 4 | 4 | 5 | 25 |
| 4 | 4 | 3 | 4 | 4 | 2 | 21 |
| 4 | 4 | 2 | 4 | 4 | 4 | 22 |

Lampiran III

Hasil Uji Karakteristik Responden

MASA KERJA

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid 0-2 Tahun | 38 | 76.0 | 76.0 | 76.0 |
| 3-4 Tahun | 10 | 20.0 | 20.0 | 96.0 |
| 5-6 Tahun | 2 | 4.0 | 4.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

UMUR

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-------------------|-----------|---------|---------------|--------------------|
| Valid 20-30 Tahun | 28 | 56.0 | 56.0 | 56.0 |
| 31-40 Tahun | 18 | 36.0 | 36.0 | 92.0 |
| 41-50 Tahun | 4 | 8.0 | 8.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

JENIS KELAMIN

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------------|-----------|---------|---------------|--------------------|
| Valid Laki Laki | 19 | 38.0 | 38.0 | 38.0 |
| Perempuan | 31 | 62.0 | 62.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

PEND TERAKHIR

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|-----------|-----------|---------|---------------|--------------------|
| Valid SMA | 44 | 88.0 | 88.0 | 88.0 |
| D3 | 6 | 12.0 | 12.0 | 100.0 |
| Total | 50 | 100.0 | 100.0 | |

Lampiran IV**Hasil Uji Frekuensi Jawaban Variabel**

Hasil Uji Frekuensi Jawaban Kompensasi Finansial (X1)

KF1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 6 | 12,0 | 12,0 | 12,0 |
| 2 | 3 | 6,0 | 6,0 | 18,0 |
| 3 | 18 | 36,0 | 36,0 | 54,0 |
| 4 | 21 | 42,0 | 42,0 | 96,0 |
| 5 | 2 | 4,0 | 4,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 8 | 16,0 | 16,0 | 16,0 |
| 3 | 11 | 22,0 | 22,0 | 38,0 |
| 4 | 28 | 56,0 | 56,0 | 94,0 |
| 5 | 3 | 6,0 | 6,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 4 | 8,0 | 8,0 | 8,0 |
| 3 | 2 | 4,0 | 4,0 | 12,0 |
| 4 | 23 | 46,0 | 46,0 | 58,0 |
| 5 | 21 | 42,0 | 42,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 3 | 6,0 | 6,0 | 6,0 |
| 4 | 23 | 46,0 | 46,0 | 52,0 |
| 5 | 24 | 48,0 | 48,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 1 | 2,0 | 2,0 | 2,0 |
| 3 | 5 | 10,0 | 10,0 | 12,0 |
| 4 | 32 | 64,0 | 64,0 | 76,0 |
| 5 | 12 | 24,0 | 24,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 9 | 18,0 | 18,0 | 18,0 |
| 3 | 12 | 24,0 | 24,0 | 42,0 |
| 4 | 22 | 44,0 | 44,0 | 86,0 |
| 5 | 7 | 14,0 | 14,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF7

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 8 | 16,0 | 16,0 | 16,0 |
| 3 | 28 | 56,0 | 56,0 | 72,0 |
| 4 | 12 | 24,0 | 24,0 | 96,0 |
| 5 | 2 | 4,0 | 4,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

KF8

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 4,0 | 4,0 | 4,0 |
| 3 | 4 | 8,0 | 8,0 | 12,0 |
| 4 | 32 | 64,0 | 64,0 | 76,0 |
| 5 | 12 | 24,0 | 24,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Disiplin Kerja (X2)

DK1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 4,0 | 4,0 | 4,0 |
| 2 | 10 | 20,0 | 20,0 | 24,0 |
| 3 | 20 | 40,0 | 40,0 | 64,0 |
| 4 | 18 | 36,0 | 36,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

DK2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 3 | 6,0 | 6,0 | 6,0 |
| 4 | 23 | 46,0 | 46,0 | 52,0 |
| 5 | 24 | 48,0 | 48,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

DK3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 4 | 8,0 | 8,0 | 8,0 |
| 3 | 8 | 16,0 | 16,0 | 24,0 |
| Valid 4 | 22 | 44,0 | 44,0 | 68,0 |
| 5 | 16 | 32,0 | 32,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

DK4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 2 | 4,0 | 4,0 | 4,0 |
| 3 | 5 | 10,0 | 10,0 | 14,0 |
| Valid 4 | 33 | 66,0 | 66,0 | 80,0 |
| 5 | 10 | 20,0 | 20,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

DK5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 2 | 4,0 | 4,0 | 4,0 |
| 3 | 4 | 8,0 | 8,0 | 12,0 |
| Valid 4 | 29 | 58,0 | 58,0 | 70,0 |
| 5 | 15 | 30,0 | 30,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

DK6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 2 | 9 | 18,0 | 18,0 | 18,0 |
| 3 | 12 | 24,0 | 24,0 | 42,0 |
| Valid 4 | 22 | 44,0 | 44,0 | 86,0 |
| 5 | 7 | 14,0 | 14,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

Hasil Uji Frekuensi Jawaban Turnover Intentions (Y)

TO1

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| 3 | 3 | 6,0 | 6,0 | 6,0 |
| Valid 4 | 23 | 46,0 | 46,0 | 52,0 |
| 5 | 24 | 48,0 | 48,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

TO2

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 3 | 6 | 12,0 | 6,0 | 6,0 |
| Valid 4 | 20 | 40,0 | 46,0 | 52,0 |
| Valid 5 | 24 | 46,0 | 48,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

TO3

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 4 | 8,0 | 8,0 | 8,0 |
| Valid 3 | 8 | 16,0 | 16,0 | 24,0 |
| Valid 4 | 22 | 44,0 | 44,0 | 68,0 |
| Valid 5 | 16 | 32,0 | 32,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

TO4

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 4,0 | 4,0 | 4,0 |
| Valid 3 | 5 | 10,0 | 10,0 | 14,0 |
| Valid 4 | 33 | 66,0 | 66,0 | 80,0 |
| Valid 5 | 10 | 20,0 | 20,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

TO5

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 2 | 2 | 4,0 | 4,0 | 4,0 |
| Valid 3 | 4 | 8,0 | 8,0 | 12,0 |
| Valid 4 | 32 | 64,0 | 64,0 | 76,0 |
| Valid 5 | 12 | 24,0 | 24,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

TO6

| | Frequency | Percent | Valid Percent | Cumulative Percent |
|---------|-----------|---------|---------------|--------------------|
| Valid 1 | 2 | 4,0 | 4,0 | 4,0 |
| Valid 2 | 8 | 16,0 | 16,0 | 20,0 |
| Valid 3 | 12 | 24,0 | 24,0 | 44,0 |
| Valid 4 | 21 | 42,0 | 42,0 | 86,0 |
| Valid 5 | 7 | 14,0 | 14,0 | 100,0 |
| Total | 50 | 100,0 | 100,0 | |

Lampiran V

Hasil Uji Validitas

Correlations

| | | KF1 | KF2 | KF3 | KF4 | KF5 | KF6 | KF7 | KF8 | TOTAL KOMPENSASI FINANSIAL |
|----------------------------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|----------------------------|
| KF1 | Pearson Correlation | 1 | .528** | .648** | .472** | .361* | .237 | .326* | .369** | .730** |
| | Sig. (2-tailed) | | .000 | .000 | .001 | .010 | .098 | .021 | .008 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF2 | Pearson Correlation | .528** | 1 | .684** | .403** | .391* | .306* | .291* | .417** | .722** |
| | Sig. (2-tailed) | .000 | | .000 | .004 | .005 | .031 | .040 | .003 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF3 | Pearson Correlation | .648** | .684** | 1 | .519** | .398** | -.023 | .519** | .412** | .713** |
| | Sig. (2-tailed) | .000 | .000 | | .000 | .004 | .872 | .000 | .003 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF4 | Pearson Correlation | .472** | .403** | .519** | 1 | .513** | .234 | .301* | .497** | .648** |
| | Sig. (2-tailed) | .001 | .004 | .000 | | .000 | .101 | .033 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF5 | Pearson Correlation | .361* | .391** | .398** | .513** | 1 | .275 | .265 | .980** | .693** |
| | Sig. (2-tailed) | .010 | .005 | .004 | .000 | | .053 | .063 | .000 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF6 | Pearson Correlation | .237 | .306* | -.023 | .234 | .275 | 1 | .020 | .303* | .556** |
| | Sig. (2-tailed) | .098 | .031 | .872 | .101 | .053 | | .892 | .032 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF7 | Pearson Correlation | .326* | .291* | .519** | .301* | .265 | .020 | 1 | .293* | .560** |
| | Sig. (2-tailed) | .021 | .040 | .000 | .033 | .063 | .892 | | .039 | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| KF8 | Pearson Correlation | .369** | .417** | .412** | .497** | .303* | .293* | .293* | 1 | .723** |
| | Sig. (2-tailed) | .008 | .003 | .003 | .000 | .032 | .039 | | | .000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TOTAL KOMPENSASI FINANSIAL | Pearson Correlation | .730** | .722** | .713** | .648** | .693** | .556** | .560** | .723** | 1 |
| | Sig. (2-tailed) | .000 | .000 | .000 | .000 | .000 | .000 | .000 | .000 | |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

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

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

Correlations

| | | DK1 | DK2 | DK3 | DK4 | DK5 | DK6 | DISIPLIN KERJA |
|-------------------|------------------------|--------|--------|--------|--------|--------|--------|-------------------|
| DK1 | Pearson Correlation | 1 | ,523** | ,662** | ,346* | ,572** | ,021 | ,750** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,014 | ,000 | ,884 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DK2 | Pearson Correlation | ,523** | 1 | ,556** | ,420** | ,509** | ,234 | ,749** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,002 | ,000 | ,101 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DK3 | Pearson Correlation | ,662** | ,556** | 1 | ,330* | ,527** | ,237 | ,811** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,019 | ,000 | ,097 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DK4 | Pearson Correlation | ,346* | ,420** | ,330* | 1 | ,281* | ,202 | ,593** |
| | Sig. (2-tailed) | ,014 | ,002 | ,019 | | ,048 | ,159 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DK5 | Pearson Correlation | ,572** | ,509** | ,527** | ,281* | 1 | ,242 | ,744** |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,048 | | ,091 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DK6 | Pearson Correlation | ,021 | ,234 | ,237 | ,202 | ,242 | 1 | ,504** |
| | Sig. (2-tailed) | ,884 | ,101 | ,097 | ,159 | ,091 | | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| DISIPLIN KERJA | Pearson Correlation | ,750** | ,749** | ,811** | ,593** | ,744** | ,504** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

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

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

Correlations

| | | TO1 | TO2 | TO3 | TO4 | TO5 | TO6 | TURNOVER INTENTIONS |
|---------------------|---------------------|---------|---------|--------|--------|--------|--------|---------------------|
| TO1 | Pearson Correlation | 1 | 1,000** | ,556** | ,420** | ,497** | ,265 | ,786** |
| | Sig. (2-tailed) | | ,000 | ,000 | ,002 | ,000 | ,063 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TO2 | Pearson Correlation | 1,000** | 1 | ,556** | ,420** | ,497** | ,265 | ,786** |
| | Sig. (2-tailed) | ,000 | | ,000 | ,002 | ,000 | ,063 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TO3 | Pearson Correlation | ,556** | ,556** | 1 | ,330* | ,422** | ,300* | ,721** |
| | Sig. (2-tailed) | ,000 | ,000 | | ,019 | ,002 | ,034 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TO4 | Pearson Correlation | ,420** | ,420** | ,330* | 1 | ,940** | ,298* | ,735** |
| | Sig. (2-tailed) | ,002 | ,002 | ,019 | | ,000 | ,036 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TO5 | Pearson Correlation | ,497** | ,497** | ,422** | ,940** | 1 | ,394** | ,818** |
| | Sig. (2-tailed) | ,000 | ,000 | ,002 | ,000 | | ,005 | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TO6 | Pearson Correlation | ,265 | ,265 | ,300* | ,298* | ,394** | 1 | ,635** |
| | Sig. (2-tailed) | ,063 | ,063 | ,034 | ,036 | ,005 | | ,000 |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |
| TURNOVER INTENTIONS | Pearson Correlation | ,786** | ,786** | ,721** | ,735** | ,818** | ,635** | 1 |
| | Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | |
| | N | 50 | 50 | 50 | 50 | 50 | 50 | 50 |

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

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

Lampiran VI

Hasil Uji Reliabilitas

Kompensasi Finansial (X1)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,854 | 8 |

Disiplin Kerja (X2)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,768 | 6 |

Turnover Intentions (Y)

Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,768 | 6 |

Hasil Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | KOMPENSASI FINANSIAL | DISIPLIN KERJA | TURNOVER INTENTIONS |
|----------------------------------|----------------|-------------------------|-------------------|------------------------|
| N | | 50 | 50 | 50 |
| Normal Parameters ^{a,b} | Mean | 36,78 | 23,20 | 24,40 |
| | Std. Deviation | 5,515 | 3,258 | 3,350 |
| Most Extreme Differences | Absolute | ,113 | ,165 | ,151 |
| | Positive | ,082 | ,144 | ,103 |
| | Negative | -,113 | -,165 | -,151 |
| Kolmogorov-Smirnov Z | | ,802 | 1,167 | 1,068 |
| Asymp. Sig. (2-tailed) | | ,541 | ,132 | ,204 |

a. Test distribution is Normal.

b. Calculated from data.

Lampiran VIII

Hasil Uji Lineritas

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|-------------------|-----------------------------|-------------------|----|----------------|-------------|------|
| TURNOVER INTENTIONS * KOMPENSASI FINANSIAL | Between Groups | (Combined) | 477,869 | 15 | 31,858 | 15,01 7 | ,000 |
| | | Linearity | 458,169 | 1 | 458,169 | 215,9 65 | ,000 |
| | | Deviation from Linearity | 19,700 | 14 | 1,407 | ,663 | ,792 |
| | Within Groups | | 72,131 | 34 | 2,121 | | |
| | Total | | 550,000 | 49 | | | |

ANOVA Table

| | | | Sum of Squares | df | Mean Square | F | Sig. |
|---|----------------|--------------------------|----------------|----|-------------|---------|------|
| (Combined) | | | 503,738 | 11 | 45,794 | 37,616 | ,000 |
| TURNOVER INTENTIONS * DISIPLIN KERJA | Between Groups | Linearity | 480,769 | 1 | 480,769 | 394,909 | ,000 |
| | | Deviation from Linearity | 22,969 | 10 | 2,297 | 1,887 | ,078 |
| Within Groups | | | 46,262 | 38 | 1,217 | | |
| Total | | | 550,000 | 49 | | | |

Lampiran IX

Hasil Uji Multikolinieritas

Coefficients^a

| Model | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|-----------------------------|------------|---------------------------|-------|--------|-------------------------|------|
| | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1,877 | 1,136 | | 1,653 | ,105 | |
| | KOMPENSASI FINANSIAL | -,218 | ,069 | -,358 | -3,136 | ,003 | ,170 |
| | DISIPLIN KERJA | -,626 | ,117 | -,609 | -5,328 | ,000 | ,170 |

a. Dependent Variable: TURNOVER INTENTIONS

Lampiran X

Hasil Uji Regresi Berganda

UJI- t

X1-Y

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,913 ^a | ,833 | ,830 | 1,383 |

a. Predictors: (Constant), KOMPENSASI FINANSIAL

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 458,169 | 1 | 458,169 | 239,483 | ,000 ^b |
| | Residual | 91,831 | 48 | 1,913 | | |
| | Total | 550,000 | 49 | | | |

a. Dependent Variable: TURNOVER INTENTIONS

b. Predictors: (Constant), KOMPENSASI FINANSIAL

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------------|-----------------------------|------------|---------------------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 4,009 | 1,332 | | 3,009 | ,004 | | |
| | KOMPENSASI FINANSIAL | -,554 | ,036 | -,913 | -15,475 | ,000 | 1,000 | 1,000 |

a. Dependent Variable: TURNOVER INTENTIONS

X2-Y

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,935 ^a | ,874 | ,872 | 1,201 |

a. Predictors: (Constant), DISIPLIN KERJA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 480,769 | 1 | 480,769 | 333,333 | ,000 ^b |
| | Residual | 69,231 | 48 | 1,442 | | |
| | Total | 550,000 | 49 | | | |

a. Dependent Variable: TURNOVER INTENTIONS

b. Predictors: (Constant), DISIPLIN KERJA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------|-----------------------------|------------|---------------------------|---------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 2,092 | 1,234 | | 1,696 | ,096 | | |
| | DISIPLIN KERJA | -,962 | ,053 | -,935 | -18,257 | ,000 | 1,000 | 1,000 |

a. Dependent Variable: TURNOVER INTENTIONS

UJI-F

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | ,947 ^a | ,896 | ,891 | 1,104 |

a. Predictors: (Constant), KOMPENSASI FINANSIAL , DISIPLIN KERJA

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|---------|-------------------|
| 1 | Regression | 492,748 | 2 | 246,374 | 202,255 | ,000 ^b |
| | Residual | 57,252 | 47 | 1,218 | | |
| | Total | 550,000 | 49 | | | |

a. Dependent Variable: TURNOVER INTENTIONS

b. Predictors: (Constant), KOMPENSASI FINANSIAL, DISIPLIN KERJA

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------------|-----------------------------|------------|---------------------------|-------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 1,877 | 1,136 | | 1,653 | ,105 | | |
| | KOMPENSASI FINANSIAL | -,218 | ,069 | -,358 | 3,136 | ,003 | ,170 | 5,891 |
| | DISIPLIN KERJA | -,626 | ,117 | -,609 | 5,328 | ,000 | ,170 | 5,891 |

a. Dependent Variable: TURNOVER INTENTIONS