

## **KUESIONER**

### **PENGARUH KOMPENSASI DAN LINGKUNGAN KERJA TERHADAP *TUNROVER INTENTION* PADA KARYAWAN RS. MUTIARA BUNDA UNIT 2 TULANG BAWANG**

Dengan hormat,

Dalam rangka memenuhi persyaratan menyelesaikan pendidikan strata satu (S1) pada program studi Manajemen Fakultas Ekonomi dan Bisnis Institut Informatika dan Bisnis Darmajaya, maka tahap yang harus dilaksanakan adalah mengadakan suatu penelitian. Untuk itu saya memohon kesediaan dari Anda untuk dapat mengisi kuesioner yang tersedia. Untuk mendapatkan data yang dapat menunjang penelitian saya. Saya menjamin kerahasiaan jawaban yang Anda berikan, jadi Anda diharapkan dapat memberikan jawaban yang sesuai dengan kondisi dan apa yang sedang dirasakan sesungguhnya. Jawaban yang Anda berikan tidak ada penilaian benar atau salah, karena setiap jawaban yang Anda berikan mencerminkan situasi Saudara. Oleh karena itu setiap jawaban yang Anda berikan dalam kuesioner ini sangat bermanfaat bagi saya untuk melaksanakan penelitian ini. Untuk perhatian dan dukungan yang Anda berikan, saya ucapkan Terima kasih.

Hormat Saya, Peneliti.

Peneliti,

Mar Sudiyati

NPM : 1512110033

## I. Petunjuk Pengisian Kuesioner

Pilihlah salah satu jawaban atas pernyataan yang menurut Bapak/Ibu paling tepat dengan cara memberikan tanda ( √ ) pada kolom yang tersedia. Isilah jawaban dengan kondisi yang sebenar-benarnya.

Jawaban	Bobot
Sangat Setuju (SS)	5
Setuju (S)	4
Kurang Setuju (KS)	3
Tidak Setuju (TS)	2
Sangat Tidak Setuju (STS)	1

## II. Identitas Responden

1. No. Identitas :

2. Jenis kelamin :  Laki-laki  Perempuan

3. Pendidikan terakhir :  SMA  D3

SMK  S1

4. Lama kerja :

## III. Daftar Pernyataan Variabel

Variabel Kompensasi (X1)						
No	Pernyataan	SS	S	KS	TS	STS
1.	Gaji yang diterima sesuai harapan					
2.	Gaji yang diterima sudah sesuai dengan upah minimum					
3.	Pemberian insentif pada karyawan memotivasi karyawan dalam bekerja					
4.	Bonus yang diberikan sesuai dengan waktu kerja lembur karyawan					
5.	Tunjangan yang didapatkan sudah sesuai dengan harapan					
6.	Fasilitas yang diberikan dapat meningkatkan semangat saya dalam bekerja					

<b>Variabel Lingkungan Kerja (X2)</b>						
<b>Lingkungan Fisik</b>						
<b>No</b>	<b>Pernyataan</b>	<b>SS</b>	<b>S</b>	<b>KS</b>	<b>TS</b>	<b>STS</b>
1.	Ruang kerja saya mempunyai suhu yang ideal sehingga saya merasa nyaman saat bekerja					
2.	Sirkulasi udara dalam ruangan bekerja saya beroperasi dengan baik					
3.	Penerangan yang ada pada ruangan saya tidak silau, sehingga mata saya tidak terganggu					
4.	Penerangan di ruangan kerja saya cukup, sehingga saya nyaman dalam bekerja					
5.	Suara bising dapat mengganggu saya dalam bekerja					
6.	Suara bising membuat saya tidak berkonsentrasi dalam bekerja					
7.	Pemilihan warna pada ruangan tidak terlalu mencolok membuat saya merasa nyaman					
<b>Lingkungan Kerja Non Fisik</b>						
1.	Saya mempunyai komunikasi yang baik dengan karyawan lain					
2.	Saya menjaga hubungan baik dengan atasan dan rekan kerja saya					
3.	Saya menyelesaikan pekerjaan yang diberikan tepat pada waktu yang telah ditentukan					
4.	Karyawan melakukan pekerjaan sesuai dengan kemampuan saya sendiri					

<b>Variabel Turnover Intention (Y)</b>						
<b>No</b>	<b>Pernyataan</b>	<b>SS</b>	<b>S</b>	<b>KS</b>	<b>TS</b>	<b>TST</b>
1.	Saya sering berpikir untuk meninggalkan pekerjaan saya sekarang					
2.	Saya akan mencari pekerjaan baru					
3.	saya berniat untuk tetap dalam pekerjaan saya saat ini sambil menunggu keputusan yang lebih baik pada akhir tahun ini					
4.	Saya berniat untuk mencari pekerjaan baru di tempat yang baru					
5.	Saya akan mempertimbangkan mengambil pekerjaan lain					

## Lampiran 1

### 1. Uji Hasil Uji Jawaban Responden Variabel Kompensasi (X1)

k1	k2	k3	k4	k5	k6	total
3	3	3	3	4	4	<b>20</b>
4	5	4	4	5	5	<b>27</b>
4	1	3	2	1	3	<b>14</b>
3	4	3	3	3	3	<b>19</b>
5	4	5	3	4	4	<b>25</b>
3	3	2	2	3	3	<b>16</b>
3	3	3	3	2	3	<b>17</b>
3	3	2	1	4	4	<b>17</b>
2	3	4	3	3	3	<b>18</b>
4	4	1	1	5	1	<b>16</b>
5	4	3	4	3	3	<b>22</b>
3	3	3	2	4	5	<b>20</b>
4	5	4	4	5	5	<b>27</b>
4	3	2	4	2	3	<b>18</b>
4	3	4	3	4	4	<b>22</b>
2	2	3	2	2	2	<b>13</b>
3	3	4	3	3	4	<b>20</b>
3	3	3	3	3	3	<b>18</b>
3	3	3	4	3	3	<b>19</b>
4	3	3	4	4	3	<b>21</b>
4	4	4	3	3	4	<b>22</b>
4	5	4	4	4	4	<b>25</b>
4	5	5	5	4	4	<b>27</b>
4	4	4	5	5	4	<b>26</b>
5	4	5	4	5	4	<b>27</b>
4	4	5	5	4	5	<b>27</b>
4	5	4	4	3	3	<b>23</b>
5	4	5	4	3	4	<b>25</b>
3	3	4	3	3	3	<b>19</b>
4	4	4	5	4	4	<b>25</b>
5	3	3	3	3	5	<b>22</b>
4	5	4	4	4	5	<b>26</b>
5	5	4	3	3	4	<b>24</b>
4	4	4	5	5	5	<b>27</b>
4	5	4	3	4	3	<b>23</b>
5	5	4	5	4	3	<b>26</b>
3	4	2	3	3	4	<b>19</b>
2	1	5	1	1	3	<b>13</b>
3	4	3	3	4	3	<b>20</b>
5	5	5	5	5	5	<b>30</b>
4	3	4	3	4	4	<b>22</b>

2	2	2	3	2	2	<b>13</b>
3	4	2	2	2	3	<b>16</b>
4	3	5	3	4	2	<b>21</b>
5	5	5	5	5	5	<b>30</b>
4	3	3	5	4	3	<b>22</b>
1	2	2	1	1	1	<b>8</b>
4	4	4	4	4	4	<b>24</b>
1	3	2	4	2	3	<b>15</b>
3	3	2	3	3	3	<b>17</b>
2	4	3	2	3	2	<b>16</b>
3	4	4	4	3	4	<b>22</b>
3	3	4	4	3	4	<b>21</b>
4	5	4	5	5	5	<b>28</b>
4	3	4	3	3	4	<b>21</b>
4	4	2	2	4	4	<b>20</b>
4	5	3	3	3	4	<b>22</b>
3	3	3	2	2	3	<b>16</b>
4	4	3	4	5	5	<b>25</b>
2	3	4	1	3	2	<b>15</b>
3	2	2	3	3	3	<b>16</b>
4	3	4	3	3	3	<b>20</b>
3	3	3	3	3	3	<b>18</b>
5	4	3	3	4	4	<b>23</b>
4	3	4	3	4	4	<b>22</b>
4	4	4	4	4	4	<b>24</b>
3	4	3	2	2	3	<b>17</b>
4	5	5	4	5	4	<b>27</b>
4	3	3	2	2	3	<b>17</b>
4	4	4	5	5	5	<b>27</b>
5	5	5	4	4	3	<b>26</b>
3	3	3	3	4	4	<b>20</b>
4	5	4	4	5	5	<b>27</b>
4	1	3	2	1	3	<b>14</b>
3	4	3	3	3	3	<b>19</b>
5	4	5	3	4	4	<b>25</b>
3	3	2	2	3	3	<b>16</b>
3	3	3	3	2	3	<b>17</b>
3	3	2	1	4	4	<b>17</b>
2	3	4	3	3	3	<b>18</b>
4	4	1	1	5	1	<b>16</b>
5	4	3	4	3	3	<b>22</b>
3	3	3	2	4	5	<b>20</b>
4	5	4	4	5	5	<b>27</b>
4	3	2	4	2	3	<b>18</b>
4	3	4	3	4	4	<b>22</b>

2	2	3	2	2	2	<b>13</b>
3	3	4	3	3	4	<b>20</b>
3	3	3	3	3	3	<b>18</b>
3	3	3	4	3	3	<b>19</b>
4	3	3	4	4	3	<b>21</b>
4	4	4	3	3	4	<b>22</b>
4	5	4	4	4	4	<b>25</b>
4	5	5	5	4	4	<b>27</b>
4	4	4	5	5	4	<b>26</b>
5	4	5	4	5	4	<b>27</b>
4	4	5	5	4	5	<b>27</b>
4	5	4	4	3	3	<b>23</b>
5	4	5	4	3	4	<b>25</b>
3	3	4	3	3	3	<b>19</b>

## 2. Uji Hasil Uji Jawaban Responden Variabel Lingkungan Kerja (X2)

lk1	lk2	lk3	lk4	lk5	lk6	lk7	lk8	lk9	lk10	lk11
4	3	3	4	3	3	3	4	2	3	4
4	4	4	4	5	4	4	5	5	4	5
2	1	3	4	1	3	2	3	2	4	1
3	3	3	3	4	3	3	3	2	3	3
5	4	4	4	4	5	3	4	2	5	4
3	4	3	3	3	2	2	3	2	3	3
3	2	3	3	3	3	3	3	2	3	2
4	2	1	3	3	2	1	4	2	3	4
4	3	3	4	3	4	3	3	3	2	3
5	5	1	5	4	1	1	1	1	4	5
4	4	3	3	4	3	4	3	5	5	3
2	5	3	4	3	3	2	5	5	3	4
3	4	3	3	5	4	4	5	3	4	5
3	3	1	3	3	2	4	3	2	4	2
4	5	3	3	3	4	3	4	3	4	4
3	2	3	2	2	3	2	2	2	2	2
3	3	3	4	3	4	3	4	2	3	3
2	2	1	3	3	3	3	3	2	3	3
3	3	3	3	3	3	4	3	3	3	3
3	3	3	4	3	3	4	3	3	4	4
4	4	3	4	4	4	3	4	2	4	3
4	3	3	4	5	4	4	4	3	4	4
4	4	3	5	5	5	5	4	5	4	4
4	5	3	4	4	4	5	4	3	4	5
5	4	4	5	4	5	4	4	3	5	5
4	5	3	5	4	5	5	5	5	4	4
4	4	3	4	5	4	4	3	3	4	3

5	4	3	5	4	5	4	4	3	5	3
4	4	3	4	3	4	3	3	3	3	3
2	5	1	4	4	4	5	4	2	4	4
4	4	3	5	3	3	3	5	5	5	3
4	4	4	5	5	4	4	5	3	4	4
4	5	4	5	5	4	3	4	3	5	3
3	3	3	5	4	4	5	5	2	4	5
4	4	3	4	5	4	3	3	2	4	4
3	2	3	4	5	4	5	3	5	5	4
4	2	3	4	4	2	3	4	2	3	3
3	3	3	4	1	5	1	3	5	2	1
3	2	3	4	4	3	3	3	2	3	4
5	3	4	5	5	5	5	5	3	5	5
3	2	3	4	3	4	3	4	2	4	4
4	3	3	3	2	2	3	2	3	2	2
3	4	3	3	4	2	2	3	2	3	2
3	2	3	5	3	5	3	2	5	4	4
5	5	4	4	5	5	5	5	3	5	5
4	3	3	5	3	3	5	3	2	4	4
1	3	1	2	2	2	1	1	2	1	1
4	4	3	4	4	4	4	4	3	4	4
1	5	1	4	3	2	4	3	5	1	2
4	4	3	3	3	2	3	3	3	3	3
1	2	3	3	4	3	2	2	2	2	3
3	5	4	2	4	4	4	4	5	3	3
3	2	1	3	3	4	4	4	2	3	3
4	5	3	5	5	4	5	5	3	4	5
4	4	3	4	3	4	3	4	3	4	3
3	3	3	3	4	2	2	4	2	4	4
4	3	3	5	5	3	3	4	3	4	3
3	3	3	3	3	3	2	3	2	3	2
2	4	3	3	4	3	4	5	3	4	5
3	3	3	3	3	4	1	2	2	2	3
3	3	1	2	2	2	3	3	2	3	3
3	4	3	4	3	4	3	3	3	4	3
3	3	3	3	3	3	3	3	2	3	3
3	3	3	4	4	3	3	4	3	5	4
3	4	3	3	3	4	3	4	2	4	4
4	5	3	4	4	4	4	4	5	4	4
2	3	1	2	4	3	2	3	2	3	2
4	5	4	5	5	5	4	4	3	4	5
4	5	4	3	3	3	2	3	3	4	2
3	3	3	5	4	4	5	5	2	4	5
4	4	3	5	5	5	4	3	5	5	4
4	1	2	2	3	2	3	3	2	1	4

4	3	3	3	4	4	2	3	4	3	3
5	1	1	5	5	5	4	4	1	1	5
4	3	5	4	3	4	5	4	3	4	3
2	3	5	5	4	1	3	3	3	2	4
3	3	3	4	3	3	4	5	4	4	5
3	1	2	3	3	3	4	3	2	4	2
4	3	3	5	3	4	4	3	4	3	4
3	3	2	2	2	2	2	2	3	2	2
3	3	2	3	4	3	3	3	4	3	3
2	1	2	2	3	3	3	3	3	3	3
3	3	3	3	3	4	3	3	3	4	3
3	3	3	3	4	3	4	3	3	4	4
4	3	2	4	4	4	4	4	4	3	3
4	3	3	3	4	4	4	5	4	4	4
4	3	5	4	5	4	4	5	5	5	4
4	3	3	5	4	5	4	4	4	5	5
5	4	3	4	5	5	5	4	5	4	5
4	3	5	5	5	5	4	4	5	5	4
4	3	3	4	4	3	4	5	4	4	3
5	3	3	4	5	5	5	4	5	4	3
4	3	3	4	4	4	3	3	4	3	3
2	1	2	5	4	4	4	4	4	5	4
4	3	5	4	5	4	5	3	3	3	3
4	4	3	4	5	5	4	5	4	4	4
4	4	3	5	5	4	5	5	4	3	3
3	3	2	3	5	5	4	4	4	5	5
4	3	2	4	4	3	4	5	4	3	4
3	3	5	2	4	4	5	5	4	5	4

### 3. Uji Hasil Uji Jawaban Responden Variabel *Turnover Intention* (Y)

ti1	ti2	ti3	ti4	ti5	total
3	2	4	3	4	<b>16</b>
4	5	5	4	4	<b>22</b>
4	2	3	3	2	<b>14</b>
3	2	3	3	3	<b>14</b>
5	2	4	5	5	<b>21</b>
3	2	3	2	3	<b>13</b>
3	2	3	3	3	<b>14</b>
3	2	4	2	4	<b>15</b>
2	3	3	4	4	<b>16</b>
4	1	1	1	5	<b>12</b>
5	5	3	3	4	<b>20</b>
3	5	5	3	2	<b>18</b>
4	3	5	4	3	<b>19</b>



4	2	3	2	3	<b>14</b>
4	3	4	4	4	<b>19</b>
2	2	2	3	3	<b>12</b>
3	2	4	4	3	<b>16</b>
3	2	3	3	2	<b>13</b>
3	3	3	3	3	<b>15</b>
4	3	3	3	3	<b>16</b>
4	2	4	4	4	<b>18</b>
4	3	4	4	4	<b>19</b>
4	5	4	5	4	<b>22</b>
4	3	4	4	4	<b>19</b>
5	3	4	5	5	<b>22</b>
4	5	5	5	4	<b>23</b>
4	3	3	4	4	<b>18</b>
5	3	4	5	5	<b>22</b>
3	3	3	4	4	<b>17</b>
4	2	4	4	2	<b>16</b>
5	5	5	3	4	<b>22</b>
4	3	5	4	4	<b>20</b>
5	3	4	4	4	<b>20</b>
4	2	5	4	3	<b>18</b>
4	2	3	4	4	<b>17</b>
5	5	3	4	3	<b>20</b>
3	2	4	2	4	<b>15</b>
2	5	3	5	3	<b>18</b>
3	2	3	3	3	<b>14</b>
5	3	5	5	5	<b>23</b>
4	2	4	4	3	<b>17</b>
2	3	2	2	4	<b>13</b>
3	2	3	2	3	<b>13</b>
4	5	2	5	3	<b>19</b>
5	3	5	5	5	<b>23</b>
4	2	3	3	4	<b>16</b>
1	2	1	2	1	<b>7</b>
4	3	4	4	4	<b>19</b>
1	5	3	2	1	<b>12</b>
3	3	3	2	4	<b>15</b>
2	2	2	3	1	<b>10</b>
3	5	4	4	3	<b>19</b>
3	2	4	4	3	<b>16</b>
4	3	5	4	4	<b>20</b>
4	3	4	4	4	<b>19</b>
4	2	4	2	3	<b>15</b>
4	3	4	3	4	<b>18</b>
3	2	3	3	3	<b>14</b>

4	3	5	3	2	<b>17</b>
2	2	2	4	3	<b>13</b>
3	2	3	2	3	<b>13</b>
4	3	3	4	3	<b>17</b>
3	2	3	3	3	<b>14</b>
5	3	4	3	3	<b>18</b>
4	2	4	4	3	<b>17</b>
4	5	4	4	4	<b>21</b>
3	2	3	3	2	<b>13</b>
4	3	4	5	4	<b>20</b>
4	3	3	3	4	<b>17</b>
4	2	5	4	3	<b>18</b>
5	5	3	5	4	<b>22</b>
3	1	2	3	3	<b>12</b>
4	3	3	5	3	<b>18</b>
3	3	2	2	2	<b>12</b>
3	3	2	3	4	<b>15</b>
2	1	2	2	3	<b>10</b>
3	3	3	3	3	<b>15</b>
3	3	3	3	4	<b>16</b>
4	3	2	4	4	<b>17</b>
4	3	3	3	4	<b>17</b>
4	3	5	4	5	<b>21</b>
4	3	3	5	4	<b>19</b>
5	4	3	4	5	<b>21</b>
4	3	5	5	5	<b>22</b>
4	3	3	4	4	<b>18</b>
5	3	3	4	5	<b>20</b>
4	3	3	4	4	<b>18</b>
2	1	2	5	4	<b>14</b>
4	3	5	4	5	<b>21</b>
4	4	3	4	5	<b>20</b>
4	4	3	5	5	<b>21</b>
3	3	2	3	5	<b>16</b>
4	3	2	4	4	<b>17</b>
3	3	5	2	4	<b>17</b>
4	3	2	2	4	<b>15</b>
3	3	5	3	4	<b>18</b>
3	3	2	2	4	<b>14</b>
5	4	3	3	5	<b>20</b>
3	3	2	2	4	<b>14</b>
4	3	3	3	3	<b>16</b>

## Lampiran 2

### 1. Hasil Uji Berdasarkan Jenis Kelamin

**jenis kelamin**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki - Laki	35	35,0	35,0	35,0
	Perempuan	65	65,0	65,0	100,0
	Total	100	100,0	100,0	

### 2. Hasil Uji Berdasarkan Pendidikan Terakhir

**pendidikan terakhir**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Strata 1	6	6,0	6,0	6,0
	Diploma	76	76,0	76,0	82,0
	SMA / SMK Sederajat	15	15,0	15,0	97,0
	SMP	3	3,0	3,0	100,0
	Total	100	100,0	100,0	

### 3. Hasil Uji Berdasarkan Lama Berkerja

**lama bekerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 Tahun	30	30,0	30,0	30,0
	2 Tahun	43	43,0	43,0	73,0
	3 Tahun	14	14,0	14,0	87,0
	>3 Tahun	13	13,0	13,0	100,0
	Total	100	100,0	100,0	

Lampiran 3

1. Deskripsi Jawaban Responden Dari Variabel Kompensasi (X1)

**k1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	8	8,0	8,0	10,0
	CS	30	30,0	30,0	40,0
	S	45	45,0	45,0	85,0
	SS	15	15,0	15,0	100,0
	Total	100	100,0	100,0	

**k2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	5	5,0	5,0	8,0
	CS	40	40,0	40,0	48,0
	S	32	32,0	32,0	80,0
	SS	20	20,0	20,0	100,0
	Total	100	100,0	100,0	

**k3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	14	14,0	14,0	16,0
	CS	31	31,0	31,0	47,0
	S	37	37,0	37,0	84,0
	SS	16	16,0	16,0	100,0
	Total	100	100,0	100,0	

**k4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	7	7,0	7,0	7,0
	TS	14	14,0	14,0	21,0
	CS	36	36,0	36,0	57,0
	S	29	29,0	29,0	86,0
	SS	14	14,0	14,0	100,0
	Total	100	100,0	100,0	

**k5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	4,0	4,0	4,0
	TS	12	12,0	12,0	16,0
	CS	35	35,0	35,0	51,0
	S	32	32,0	32,0	83,0
	SS	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

**k6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	6	6,0	6,0	9,0
	CS	39	39,0	39,0	48,0
	S	36	36,0	36,0	84,0
	SS	16	16,0	16,0	100,0
	Total	100	100,0	100,0	

## 2. Deskripsi Jawaban Responden Dari Variabel Lingkungan Kerja (X2)

**lk1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	9	9,0	9,0	12,0

	CS	35	35,0	35,0	47,0
	S	44	44,0	44,0	91,0
	SS	9	9,0	9,0	100,0
	Total	100	100,0	100,0	

**Ik2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	6	6,0	6,0	6,0
	TS	11	11,0	11,0	17,0
	CS	44	44,0	44,0	61,0
	S	25	25,0	25,0	86,0
	SS	14	14,0	14,0	100,0
	Total	100	100,0	100,0	

**Ik3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	11	11,0	11,0	11,0
	TS	9	9,0	9,0	20,0
	CS	64	64,0	64,0	84,0
	S	10	10,0	10,0	94,0
	SS	6	6,0	6,0	100,0
	Total	100	100,0	100,0	

**Ik4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	TS	9	9,0	9,0	9,0
	CS	29	29,0	29,0	38,0
	S	38	38,0	38,0	76,0
	SS	24	24,0	24,0	100,0
	Total	100	100,0	100,0	

**Ik5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	5	5,0	5,0	7,0
	CS	34	34,0	34,0	41,0
	S	35	35,0	35,0	76,0
	SS	24	24,0	24,0	100,0
	Total	100	100,0	100,0	

**Ik6**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	13	13,0	13,0	15,0
	CS	28	28,0	28,0	43,0
	S	39	39,0	39,0	82,0
	SS	18	18,0	18,0	100,0
	Total	100	100,0	100,0	

**Ik7**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	5	5,0	5,0	5,0
	TS	12	12,0	12,0	17,0
	CS	32	32,0	32,0	49,0
	S	34	34,0	34,0	83,0
	SS	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

**Ik8**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	6	6,0	6,0	8,0
	CS	38	38,0	38,0	46,0

S	34	34,0	34,0	80,0
SS	20	20,0	20,0	100,0
Total	100	100,0	100,0	

**Ik9**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	2	2,0	2,0	2,0
TS	33	33,0	33,0	35,0
CS	33	33,0	33,0	68,0
S	15	15,0	15,0	83,0
SS	17	17,0	17,0	100,0
Total	100	100,0	100,0	

**Ik10**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	4	4,0	4,0	4,0
TS	8	8,0	8,0	12,0
CS	29	29,0	29,0	41,0
S	42	42,0	42,0	83,0
SS	17	17,0	17,0	100,0
Total	100	100,0	100,0	

**Ik11**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid STS	3	3,0	3,0	3,0
TS	11	11,0	11,0	14,0
CS	35	35,0	35,0	49,0
S	34	34,0	34,0	83,0
SS	17	17,0	17,0	100,0
Total	100	100,0	100,0	



### 3. Deskripsi Jawaban Responden Variabel *Turnover Intention* (Y)

ti1

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	8	8,0	8,0	10,0
	CS	30	30,0	30,0	40,0
	S	46	46,0	46,0	86,0
	SS	14	14,0	14,0	100,0
	Total	100	100,0	100,0	

ti2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	4	4,0	4,0	4,0
	TS	31	31,0	31,0	35,0
	CS	48	48,0	48,0	83,0
	S	4	4,0	4,0	87,0
	SS	13	13,0	13,0	100,0
	Total	100	100,0	100,0	

ti3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	2	2,0	2,0	2,0
	TS	16	16,0	16,0	18,0
	CS	40	40,0	40,0	58,0
	S	25	25,0	25,0	83,0
	SS	17	17,0	17,0	100,0
	Total	100	100,0	100,0	

ti4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	1	1,0	1,0	1,0
	TS	17	17,0	17,0	18,0

	CS	30	30,0	30,0	48,0
	S	36	36,0	36,0	84,0
	SS	16	16,0	16,0	100,0
	Total	100	100,0	100,0	

**ti5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	STS	3	3,0	3,0	3,0
	TS	7	7,0	7,0	10,0
	CS	32	32,0	32,0	42,0
	S	43	43,0	43,0	85,0
	SS	15	15,0	15,0	100,0
	Total	100	100,0	100,0	



lk3	Pearson Correlation	,312	,111	1	,175	,170	,587**	,233	,357	,4
	Sig. (2-tailed)	,093	,559		,356	,368	,001	,216	,053	,0
	N	30	30	30	30	30	30	30	30	
lk4	Pearson Correlation	,495**	,456*	,175	1	,380*	,474**	,299	,247	,2
	Sig. (2-tailed)	,005	,011	,356		,039	,008	,109	,189	,1
	N	30	30	30	30	30	30	30	30	
lk5	Pearson Correlation	,467**	,563**	,170	,380*	1	,436*	,551**	,385*	,3
	Sig. (2-tailed)	,009	,001	,368	,039		,016	,002	,036	,0
	N	30	30	30	30	30	30	30	30	
lk6	Pearson Correlation	,340	,317	,587**	,474**	,436*	1	,647**	,607**	,4
	Sig. (2-tailed)	,066	,088	,001	,008	,016		,000	,000	,0
	N	30	30	30	30	30	30	30	30	
lk7	Pearson Correlation	,082	,363*	,233	,299	,551**	,647**	1	,433*	,49
	Sig. (2-tailed)	,667	,049	,216	,109	,002	,000		,017	,0
	N	30	30	30	30	30	30	30	30	
lk8	Pearson Correlation	,016	,335	,357	,247	,385*	,607**	,433*	1	,54
	Sig. (2-tailed)	,934	,070	,053	,189	,036	,000	,017		,0
	N	30	30	30	30	30	30	30	30	
lk9	Pearson Correlation	,097	,398*	,426*	,273	,391*	,449*	,499**	,545**	
	Sig. (2-tailed)	,608	,029	,019	,145	,033	,013	,005	,002	
	N	30	30	30	30	30	30	30	30	
lk10	Pearson Correlation	,463*	,427*	,184	,481**	,490**	,398*	,446*	,271	,2
	Sig. (2-tailed)	,010	,018	,331	,007	,006	,029	,014	,147	,1
	N	30	30	30	30	30	30	30	30	
lk11	Pearson Correlation	,438*	,653**	,100	,420*	,640**	,237	,250	,438*	,2
	Sig. (2-tailed)	,015	,000	,601	,021	,000	,206	,182	,015	,1
	N	30	30	30	30	30	30	30	30	
total	Pearson Correlation	,544**	,702**	,499**	,631**	,763**	,761**	,683**	,650**	,66
	Sig. (2-tailed)	,002	,000	,005	,000	,000	,000	,000	,000	,0
	N	30	30	30	30	30	30	30	30	

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

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

### 3. Hasil Uji Validitas *Turnover Intention* (Y)

		Correlations					
		ti1	ti2	ti3	ti4	ti5	total
ti1	Pearson Correlation	1	,244	,271	,398*	,463*	,653**
	Sig. (2-tailed)		,194	,147	,029	,010	,000
	N	30	30	30	30	30	30

ti2	Pearson Correlation	,244	1	,545**	,449*	,097	,716**
	Sig. (2-tailed)	,194		,002	,013	,608	,000
	N	30	30	30	30	30	30
ti3	Pearson Correlation	,271	,545**	1	,607**	,016	,718**
	Sig. (2-tailed)	,147	,002		,000	,934	,000
	N	30	30	30	30	30	30
ti4	Pearson Correlation	,398*	,449*	,607**	1	,340	,819**
	Sig. (2-tailed)	,029	,013	,000		,066	,000
	N	30	30	30	30	30	30
ti5	Pearson Correlation	,463*	,097	,016	,340	1	,531**
	Sig. (2-tailed)	,010	,608	,934	,066		,003
	N	30	30	30	30	30	30
total	Pearson Correlation	,653**	,716**	,718**	,819**	,531**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,003	
	N	30	30	30	30	30	30

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

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

Lampiran 5

1. Hasil Uji Reliabilitas

Kompensasi (X1)

**Reliability Statistics**

Cronbach's Alpha	N of Items
,783	7

Lingkungan Kerja (X2)

**Reliability Statistics**

Cronbach's Alpha	N of Items
,760	12

*Turnover Intention (Y)*

**Reliability Statistics**

Cronbach's Alpha	N of Items
,773	6

Lampiran 6

**1. Hasil Uji Linieritas Variabel Kompensasi (X1) Terhadap Variabel *Turnover Intention* (Y)**

**ANOVA Table**

			Sum of Squares	df	Mean Square
turnover intention * kompensasi	Between Groups	(Combined)	555,193	17	
		Linearity	444,096	1	444,096
		Deviation from Linearity	111,097	16	
	Within Groups		519,797	82	
Total			1074,990	99	

**Measures of Association**

	R	R Squared	Eta	Eta Squared
turnover intention * kompensasi	,643	,413	,719	,516

**2. Hasil Uji Linieritas Variabel Lingkungan Kerja (X2) Terhadap Variabel *Turnover Intention* (Y)**

**ANOVA Table**

			Sum of Squares	df	Mean Square
turnover intention * lingkungan kerja	Between Groups	(Combined)	672,461	27	
		Linearity	589,052	1	589,052
		Deviation from Linearity	83,409	26	
	Within Groups		402,529	72	
Total			1074,990	99	

**Measures of Association**

	R	R Squared	Eta	Eta Squared
turnover intention * lingkungan kerja	,740	,548	,791	,626

**3. Hasil Uji Multikolonieritas**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Coll
		B	Std. Error	Beta			Tolera
1	(Constant)	3,203	1,229		2,607	,011	
	kompensasi	,168	,070	,229	2,401	,018	
	lingkungan kerja	,268	,044	,576	6,035	,000	

a. Dependent Variable: turnover intention



## LAMPIRAN 8

### Analisis Regresi

**Variables Entered/Removed<sup>a</sup>**

Model	Variables Entered	Variables Removed	Method
1	lingkungan kerja, kompensasi <sup>b</sup>		Enter

a. Dependent Variable: turnover intention

b. All requested variables entered.

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,757 <sup>a</sup>	,573	,565	2,175

a. Predictors: (Constant), lingkungan kerja, kompensasi

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	616,312	2	308,156	65,168	,000 <sup>b</sup>
	Residual	458,678	97	4,729		
	Total	1074,990	99			

a. Dependent Variable: turnover intention

b. Predictors: (Constant), lingkungan kerja, kompensasi