

Lampiran 1



Kepada YTH
Bapak/Saudara
Responden
Di Tempat

Dengan Hormat

Dalam rangka penyelesaian penelitian untuk keperluan skripsi yang berjudul:

PENGARUH BEBAN KERJA DAN *JOB INSECURITY* TERHADAP *TURNOVER INTENTION* KARYAWAN PT. JAPFA COMFEED INDONESIA Tbk. UNIT CORN DRYER LAMPUNG SELATAN

Bersama ini saya :

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Memohon bantuan kepada bapak/saudara untuk mengisi kuesioner penelitian yang terlampir. Penelitian ini bertujuan untuk mengetahui *Turnover intention* karyawan dengan adanya Beban Kerja dan *Job Insecurity* pada karyawan PT. Japfa Comfeed Indonesia Tbk. Unit Corn Dryer Lampung Selatan. Jawaban yang subjektif akan sangat membantu penelitian ini. Semua jawaban akan dijaga kerahasiaannya dan hanya dipergunakan untuk kepentingan penelitian

Atas perhatian dan bantuannya saya ucapkan terima kasih.

No Responden

Hormat Saya

Astri Mela sandi

1. IDENTIFIKASI RESPONDEN

- a. Nama Responden : (Boleh tidak diisi)
- b. Jenis Kelamin * : Laki-laki Perempuan
- c. Masa Kerja* : < 1 Tahun 1-3 Tahun > 3 Tahun
- d. Pendidikan* : SMA D3 S1

(*) Wajib diisi

FORMAT PENGISIAN KUESIONER

Berilah tanda (√) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini:

- SS : Sangat Setuju
S : Setuju
KS : Kurang Setuju
TS : Tidak Setuju
STS : Sangat Tidak Setuju

1. Beban Kerja (X1)

Beban Kerja (X1)						
No	Pernyataan	SS	S	KS	TS	STS
		5	4	3	2	1
Kondisi Pekerjaan						
1.	Peraturan yang terlalu banyak bisa menambah beban kerja.					
2.	Penambahan tugas bisa membuat beban kerja semakin berat.					
3.	Posisi jabatan yang diberikan tidak sesuai dengan latar belakang pendidikan menjadi beban kerja tersendiri.					
Penggunaan Waktu Kerja						
4	Dibutuhkan kerja yang lebih lama untuk menyelesaikan pekerjaan dengan baik.					
5	Dibutuhkan usaha yang lebih keras untuk mencapai target.					
6	Dibutuhkan waktu untuk memahami pekerjaan yang menjadi tugas dn tanggung jawab.					
Target Yang Harus Dicapai						
7	Beban kerja yang terlalu berat dapat mengakibatkan hasil kerja tidak optimal.					
8	Banyaknya pekerjaan yang harus diselesaikan membuat kualitas kerja kurang baik.					
9	Penambahan tugas dapat mengakibatkan tidak tercapainya target.					
10	Pemberian tugas yang tidak sesuai kemampuan akan mengakibatkan tidak terselesaikan tugas tersebut tepat waktu.					

2. Variabel *Job Insecurity* (X2)

Variabel <i>Job Insecurity</i> (X2)						
No	Pernyataan	SS	S	KS	TS	STS
		5	4	3	2	1
Ancaman terdapat aspek-aspek dalam pekerjaan						
1.	Karyawan merasa terancam dalam aspek-aspek pekerjaan.					
2.	Pekerjaan tidak penting dan membosankan.					
3.	Karyawan mampu menghadapi ancaman yang timbul dari sekitar lingkungan kerja.					
Ancaman kehilangan pekerjaan secara keseluruhan						
4	Karyawan dapat kehilangan pekerjaan karena diberhentikan secara sepihak.					
5	Status pekerjaan membuat karyawan sangat tidak khawatir kehilangan pekerjaan ini.					
6	Karyawan merasa penilaian kinerja yang dilakukan perusahaan akan menjadikan karyawan terancam untuk tidak dipekerjakan lagi dip perusahaan.					
Ketidakberdayaan						
7	Tugas yang harus karyawan kerjakan setiap harinya sangat banyak sehingga sering membuat karyawan kelelahan.					
8	Karyawan tidak punya cukup waktu untuk menyelesaikan semua pekerjaannya.					
9	Jika melihat keberhasilan orang lain, karyawan menemukan banyak kekurangan pada dirinya.					
10	Kerja keras karyawan tidak sebanding dengan hasil atau keuntungan yang diterima.					

3. Variabel *Turnover Intention* (Y)

Variabel <i>Turnover Intention</i> (Y)						
No	Pernyataan	SS	S	KS	TS	STS
		5	4	3	2	1
Niat untuk keluar (<i>Intention to quit</i>)						
1.	Karyawan mungkin akan keluar dari perusahaan ini apabila ada kesempatan yang lebih baik.					
2.	Karyawan berniat keluar dari pekerjaannya karena pekerjaan yang terlalu berat.					
3.	Karyawan akan keluar dari perusahaan ini apabila ada tawaran dari perusahaan lain yang memberi gaji lebih besar.					
Pencarian pekerjaan (<i>Job Search</i>)						
4	Karyawan berpikir untuk mencari informasi mengenai pekerjaan lain.					
5	Karyawan mencoba mencari pekerjaan diluar perusahaannya yang dirasa lebih baik.					
6	Karyawan akan mempertimbangkan untuk mengambil pekerjaan lain.					
7	Karyawan mencoba menghubungi beberapa rekan kerja lainnya untuk menanyakan lowongan pekerjaan.					
Memikirkan untu keluar (<i>Thinking of Quit</i>)						
8	Karyawan banyak berpikir untuk meninggalkan perusahaan.					
9	Karyawan memiliki keinginan untuk keluar dari pekerjaan saat ini.					
10	Jika Karyawan memiliki peluang untuk keluar dari perusahaan karyawan akan melakukannya.					

2. Job Insecurity

No	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
1	4	4	3	4	4	4	4	4	5	4	40
2	5	4	3	4	2	4	4	4	3	2	35
3	1	1	2	2	2	2	2	2	2	2	18
4	4	3	5	4	4	4	4	4	4	4	40
5	4	4	5	5	5	3	2	5	4	3	40
6	4	5	5	4	5	5	5	4	5	5	47
7	3	2	3	4	3	3	3	3	4	3	31
8	4	3	4	3	4	5	3	3	5	2	36
9	4	5	5	5	5	5	5	5	5	5	49
10	5	5	4	3	4	4	4	4	5	4	42
11	3	3	2	3	2	2	2	2	2	2	23
12	5	2	4	2	2	2	2	2	2	2	25
13	4	4	4	5	4	5	4	4	4	5	43
14	5	3	3	2	3	4	3	3	5	4	35
15	2	3	2	2	4	2	3	3	2	2	25
16	4	4	4	5	4	5	2	5	4	4	41
17	4	4	5	4	4	4	4	3	4	5	41
18	3	3	3	4	3	4	2	4	3	3	32
19	4	4	4	5	4	5	4	5	4	4	43
20	5	5	5	5	5	5	5	4	5	5	49
21	4	4	4	3	4	3	5	5	4	4	40
22	3	3	3	4	3	4	5	4	3	3	35
23	5	5	5	5	5	5	5	5	5	5	50
24	4	4	4	2	4	2	4	4	4	2	34
25	5	5	5	5	5	4	5	5	5	4	48
26	3	4	4	3	4	3	4	4	4	3	36
27	3	3	3	4	3	4	3	2	4	4	33
28	5	5	5	5	5	4	4	5	5	4	47
29	3	3	3	4	3	4	4	4	3	3	34
30	2	3	2	5	3	5	1	5	3	3	32
31	4	5	3	4	5	4	3	5	4	5	42
32	4	4	4	5	4	5	5	5	4	4	44
33	5	4	5	5	4	2	2	4	2	2	35
34	5	5	4	5	3	5	4	2	3	4	40

3. Turnover Intention

No	Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL_Y
1	5	3	3	4	4	4	4	4	4	4	39
2	5	4	1	3	3	3	3	3	2	2	29
3	2	2	2	2	2	2	2	2	2	2	20
4	4	4	5	4	4	4	4	4	4	4	41
5	3	3	2	5	4	2	3	4	3	3	32
6	5	5	5	5	5	5	4	4	5	5	48
7	3	3	5	3	3	3	3	2	4	2	31
8	3	2	2	3	3	5	3	3	1	5	30
9	5	5	5	4	4	5	5	5	5	5	48
10	5	5	4	4	4	4	4	3	3	4	40
11	3	3	3	3	3	3	4	3	5	4	34
12	4	4	4	5	5	5	4	5	3	4	43
13	5	5	5	3	5	3	5	3	5	5	44
14	4	4	4	5	4	5	5	5	4	4	44
15	3	3	4	2	3	2	4	2	3	4	30
16	4	4	5	4	4	4	4	3	4	5	41
17	2	3	2	2	4	2	3	3	2	2	25
18	4	4	4	5	4	5	2	5	4	4	41
19	3	3	3	4	3	4	4	4	3	3	34
20	5	5	5	5	5	5	5	5	5	5	50
21	5	5	5	5	5	5	5	5	5	5	50
22	3	4	2	3	4	2	2	4	2	2	28
23	3	4	4	5	5	4	4	5	4	5	43
24	2	2	3	3	5	3	4	4	5	3	34
25	2	2	5	4	5	5	3	4	2	4	36
26	3	3	2	3	2	2	2	2	2	2	23
27	2	2	2	2	2	2	2	2	2	2	20
28	4	4	4	5	4	5	4	4	4	5	43
29	3	3	3	4	3	4	2	4	3	3	32
30	4	4	4	5	4	5	4	5	4	4	43
31	3	3	3	5	3	5	2	5	3	3	35
32	4	4	4	2	4	2	4	4	4	2	34
33	4	4	4	3	4	3	5	5	4	4	40
34	5	5	5	5	5	4	5	5	5	4	48

Lampiran 3

Hasil Output Uji Frekuensi Karakteristik Responden

Jenis_Kelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Laki-Laki	25	73,5	73,5	73,5
	Perempuan	9	26,5	26,5	100,0
	Total	34	100,0	100,0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	S1	9	26,5	26,5	26,5
	D3	9	26,5	26,5	52,9
	SMA	16	47,1	47,1	100,0
	Total	34	100,0	100,0	

Masa_Kerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1 - 3 Tahun	7	20,6	20,6	20,6
	> 3 Tahun	27	79,4	79,4	100,0
	Total	34	100,0	100,0	

Lampiran 4

Output uji frekuensi jawaban responden

Beban Kerja

X1

		Frequency	Percent	Valid Percent	Cumulative Percent
	2	7	20,6	20,6	20,6
	3	5	14,7	14,7	35,3
Valid	4	5	14,7	14,7	50,0
	5	17	50,0	50,0	100,0
	Total	34	100,0	100,0	

X2

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	3	8,8	8,8	8,8
	3	10	29,4	29,4	38,2
	4	13	38,2	38,2	76,5
	5	8	23,5	23,5	100,0
	Total	34	100,0	100,0	

X3

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,9	2,9	2,9
	2	8	23,5	23,5	26,5
	3	5	14,7	14,7	41,2
	4	15	44,1	44,1	85,3
	5	5	14,7	14,7	100,0
	Total	34	100,0	100,0	

X4

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	2,9	2,9	2,9
	2	4	11,8	11,8	14,7
	3	7	20,6	20,6	35,3
	4	11	32,4	32,4	67,6
	5	11	32,4	32,4	100,0
	Total	34	100,0	100,0	

X5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	10	29,4	29,4	41,2
Valid 4	11	32,4	32,4	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

X6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	7	20,6	20,6	32,4
Valid 4	10	29,4	29,4	61,8
5	13	38,2	38,2	100,0
Total	34	100,0	100,0	

X7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	13	38,2	38,2	50,0
Valid 4	8	23,5	23,5	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

X8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	8	23,5	23,5	35,3
Valid 4	13	38,2	38,2	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

X9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	3	8,8	8,8	8,8
2	3	8,8	8,8	17,6
Valid 3	7	20,6	20,6	38,2
4	11	32,4	32,4	70,6
5	10	29,4	29,4	100,0
Total	34	100,0	100,0	

X10

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	3	8,8	8,8	11,8
Valid 3	11	32,4	32,4	44,1
4	12	35,3	35,3	79,4
5	7	20,6	20,6	100,0
Total	34	100,0	100,0	

Job Insecurity

X2.1

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	2	5,9	5,9	8,8
3	7	20,6	20,6	29,4
4	14	41,2	41,2	70,6
5	10	29,4	29,4	100,0
Total	34	100,0	100,0	

X2.2

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	2	5,9	5,9	8,8
3	10	29,4	29,4	38,2
4	12	35,3	35,3	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

X2.3

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	9	26,5	26,5	38,2
4	11	32,4	32,4	70,6
5	10	29,4	29,4	100,0
Total	34	100,0	100,0	

X2.4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	5	14,7	14,7	29,4
Valid 4	11	32,4	32,4	61,8
5	13	38,2	38,2	100,0
Total	34	100,0	100,0	

X2.5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	4	11,8	11,8	11,8
3	8	23,5	23,5	35,3
Valid 4	14	41,2	41,2	76,5
5	8	23,5	23,5	100,0
Total	34	100,0	100,0	

X2.6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	6	17,6	17,6	17,6
3	4	11,8	11,8	29,4
Valid 4	13	38,2	38,2	67,6
5	11	32,4	32,4	100,0
Total	34	100,0	100,0	

X2.7

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	7	20,6	20,6	23,5
3	6	17,6	17,6	41,2
4	12	35,3	35,3	76,5
5	8	23,5	23,5	100,0
Total	34	100,0	100,0	

X2.8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	5	14,7	14,7	29,4
4	13	38,2	38,2	67,6
5	11	32,4	32,4	100,0
Total	34	100,0	100,0	

X2.9

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	6	17,6	17,6	32,4
4	13	38,2	38,2	70,6
5	10	29,4	29,4	100,0
Total	34	100,0	100,0	

X2.10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	23,5	23,5	23,5
3	7	20,6	20,6	44,1
Valid 4	12	35,3	35,3	79,4
5	7	20,6	20,6	100,0
Total	34	100,0	100,0	

Turnover Intention**Y1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	11	32,4	32,4	47,1
Valid 4	9	26,5	26,5	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

Y2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	10	29,4	29,4	44,1
Valid 4	12	35,3	35,3	79,4
5	7	20,6	20,6	100,0
Total	34	100,0	100,0	

Y3

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	7	20,6	20,6	23,5
3	6	17,6	17,6	41,2
4	10	29,4	29,4	70,6
5	10	29,4	29,4	100,0
Total	34	100,0	100,0	

Y4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	9	26,5	26,5	41,2
4	8	23,5	23,5	64,7
5	12	35,3	35,3	100,0
Total	34	100,0	100,0	

Y5

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	8,8	8,8	8,8
3	8	23,5	23,5	32,4
4	14	41,2	41,2	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

Y6

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	23,5	23,5	23,5
3	6	17,6	17,6	41,2
Valid 4	8	23,5	23,5	64,7
5	12	35,3	35,3	100,0
Total	34	100,0	100,0	

Y7

	Frequency	Percent	Valid Percent	Cumulative Percent
2	7	20,6	20,6	20,6
3	6	17,6	17,6	38,2
Valid 4	14	41,2	41,2	79,4
5	7	20,6	20,6	100,0
Total	34	100,0	100,0	

Y8

	Frequency	Percent	Valid Percent	Cumulative Percent
2	5	14,7	14,7	14,7
3	7	20,6	20,6	35,3
Valid 4	11	32,4	32,4	67,6
5	11	32,4	32,4	100,0
Total	34	100,0	100,0	

Y9

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	2,9	2,9	2,9
2	7	20,6	20,6	23,5
3	7	20,6	20,6	44,1
4	11	32,4	32,4	76,5
5	8	23,5	23,5	100,0
Total	34	100,0	100,0	

Y10

	Frequency	Percent	Valid Percent	Cumulative Percent
2	8	23,5	23,5	23,5
3	5	14,7	14,7	38,2
4	12	35,3	35,3	73,5
5	9	26,5	26,5	100,0
Total	34	100,0	100,0	

Lampiran 5
Hasil Output Uji Validitas
Beban Kerja

Correlations

		X1	X2	X3	X4	X5	X6	X7	X8	X9	X10	TOTAL_X
X1	Pearson Correlation	1	,441**	,577**	,584**	,532**	,281	,446**	,267	,458**	,346*	,708**
	Sig. (2-tailed)		,009	,000	,000	,001	,108	,008	,127	,006	,045	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2	Pearson Correlation	,441**	1	,431*	,654**	,491**	,615**	,525**	,381*	,529**	,386*	,757**
	Sig. (2-tailed)	,009		,011	,000	,003	,000	,001	,026	,001	,024	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X3	Pearson Correlation	,577**	,431*	1	,466**	,550**	,338	,550**	,395*	,378*	,263	,698**
	Sig. (2-tailed)	,000	,011		,005	,001	,050	,001	,021	,027	,133	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X4	Pearson Correlation	,584**	,654**	,466**	1	,656**	,533**	,495**	,485**	,443**	,407*	,802**
	Sig. (2-tailed)	,000	,000	,005		,000	,001	,003	,004	,009	,017	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X5	Pearson Correlation	,532**	,491**	,550**	,656**	1	,365	,808**	,721**	,531**	,317	,832**
	Sig. (2-tailed)	,001	,003	,001	,000		,034	,000	,000	,001	,068	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X6	Pearson Correlation	,281	,615**	,338	,533**	,365	1	,439**	,225	,355	,350	,625**
	Sig. (2-tailed)	,108	,000	,050	,001	,034		,009	,200	,039	,042	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X7	Pearson Correlation	,446**	,525**	,550**	,495**	,808**	,439**	1	,690**	,401*	,248	,775**
	Sig. (2-tailed)	,008	,001	,001	,003	,000	,009		,000	,019	,157	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X8	Pearson Correlation	,267	,381*	,395*	,485**	,721**	,225	,690**	1	,236	,285	,640**
	Sig. (2-tailed)	,127	,026	,021	,004	,000	,200	,000		,179	,103	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X9	Pearson Correlation	,458**	,529**	,378*	,443**	,531**	,355	,401*	,236	1	,605**	,705**
	Sig. (2-tailed)	,006	,001	,027	,009	,001	,039	,019	,179		,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X10	Pearson Correlation	,346*	,386*	,263	,407*	,317	,350	,248	,285	,605**	1	,593**
	Sig. (2-tailed)	,045	,024	,133	,017	,068	,042	,157	,103	,000		,000
	N	34	34	34	34	34	34	34	34	34	34	34
TOTAL_X	Pearson Correlation	,708**	,757**	,698**	,802**	,832**	,625**	,775**	,640**	,705**	,593**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Job Insecurity

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL_X2
X2.1	Pearson Correlation	1	,652**	,691**	,302	,379*	,291	,395*	,247	,476**	,365*	,640**
	Sig. (2-tailed)		,000	,000	,083	,027	,095	,021	,159	,004	,034	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.2	Pearson Correlation	,652**	1	,631**	,543**	,752**	,493**	,577**	,576**	,596**	,641**	,865**
	Sig. (2-tailed)	,000		,000	,001	,000	,003	,000	,000	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.3	Pearson Correlation	,691**	,631**	1	,465**	,703**	,306	,490**	,411*	,548**	,493**	,765**
	Sig. (2-tailed)	,000	,000		,006	,000	,078	,003	,016	,001	,003	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.4	Pearson Correlation	,302	,543**	,465**	1	,460**	,649**	,222	,566**	,293	,525**	,676**
	Sig. (2-tailed)	,083	,001	,006		,006	,000	,206	,000	,093	,001	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.5	Pearson Correlation	,379*	,752**	,703**	,460**	1	,378*	,478**	,674**	,696**	,624**	,819**
	Sig. (2-tailed)	,027	,000	,000	,006		,028	,004	,000	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.6	Pearson Correlation	,291	,493**	,306	,649**	,378*	1	,408*	,418*	,605**	,695**	,711**
	Sig. (2-tailed)	,095	,003	,078	,000	,028		,017	,014	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.7	Pearson Correlation	,395*	,577**	,490**	,222	,478**	,408*	1	,333	,568**	,555**	,683**
	Sig. (2-tailed)	,021	,000	,003	,206	,004	,017		,054	,000	,001	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.8	Pearson Correlation	,247	,576**	,411*	,566**	,674**	,418*	,333	1	,462**	,409*	,682**
	Sig. (2-tailed)	,159	,000	,016	,000	,000	,014	,054		,006	,016	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.9	Pearson Correlation	,476**	,596**	,548**	,293	,696**	,605**	,568**	,462**	1	,687**	,796**
	Sig. (2-tailed)	,004	,000	,001	,093	,000	,000	,000	,006		,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
X2.10	Pearson Correlation	,365*	,641**	,493**	,525**	,624**	,695**	,555**	,409*	,687**	1	,809**
	Sig. (2-tailed)	,034	,000	,003	,001	,000	,000	,001	,016	,000		,000
	N	34	34	34	34	34	34	34	34	34	34	34
TOTAL_X2	Pearson Correlation	,640**	,865**	,765**	,676**	,819**	,711**	,683**	,682**	,796**	,809**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Turnoverintention

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL_Y
Y1	Pearson Correlation	1	,869**	,492**	,466**	,448**	,450**	,624**	,409*	,560**	,537**	,754**
	Sig. (2-tailed)		,000	,003	,005	,008	,008	,000	,016	,001	,001	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y2	Pearson Correlation	,869**	1	,587**	,487**	,568**	,365*	,619**	,486**	,606**	,503**	,781**
	Sig. (2-tailed)	,000		,000	,004	,000	,034	,000	,004	,000	,002	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y3	Pearson Correlation	,492**	,587**	1	,443**	,627**	,530**	,650**	,397*	,711**	,657**	,798**
	Sig. (2-tailed)	,003	,000		,009	,000	,001	,000	,020	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y4	Pearson Correlation	,466**	,487**	,443**	1	,537**	,787**	,300	,752**	,422*	,579**	,752**
	Sig. (2-tailed)	,005	,004	,009		,001	,000	,085	,000	,013	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y5	Pearson Correlation	,448**	,568**	,627**	,537**	1	,453**	,629**	,654**	,582**	,589**	,781**
	Sig. (2-tailed)	,008	,000	,000	,001		,007	,000	,000	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y6	Pearson Correlation	,450**	,365*	,530**	,787**	,453**	1	,344*	,653**	,334	,710**	,740**
	Sig. (2-tailed)	,008	,034	,001	,000	,007		,046	,000	,053	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y7	Pearson Correlation	,624**	,619**	,650**	,300	,629**	,344*	1	,431*	,722**	,655**	,771**
	Sig. (2-tailed)	,000	,000	,000	,085	,000	,046		,011	,000	,000	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y8	Pearson Correlation	,409*	,486**	,397*	,752**	,654**	,653**	,431*	1	,473**	,455**	,738**
	Sig. (2-tailed)	,016	,004	,020	,000	,000	,000	,011		,005	,007	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y9	Pearson Correlation	,560**	,606**	,711**	,422*	,582**	,334	,722**	,473**	1	,542**	,774**
	Sig. (2-tailed)	,001	,000	,000	,013	,000	,053	,000	,005		,001	,000
	N	34	34	34	34	34	34	34	34	34	34	34
Y10	Pearson Correlation	,537**	,503**	,657**	,579**	,589**	,710**	,655**	,455**	,542**	1	,814**
	Sig. (2-tailed)	,001	,002	,000	,000	,000	,000	,000	,007	,001		,000
	N	34	34	34	34	34	34	34	34	34	34	34
TOTAL_Y	Pearson Correlation	,754**	,781**	,798**	,752**	,781**	,740**	,771**	,738**	,774**	,814**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,000	,000	,000	,000	,000	
	N	34	34	34	34	34	34	34	34	34	34	34

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

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

Lampiran 6
Hasil Output Uji Reliabilitas
Beban Kerja (X1)

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,770	11

Job Insecurity (X2)

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,775	11

Turnoverintention (Y)

Case Processing Summary

		N	%
Cases	Valid	34	100,0
	Excluded ^a	0	,0
	Total	34	100,0

a. Listwise deletion based on all variables in the procedure.

Reliability Statistics

Cronbach's Alpha	N of Items
,778	11

Lampiran 7

Output Persyaratan Analisis Data

Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X	Between Groups	(Combined)	1623,465	18	90,192	1,999	,090
		Linearity	567,024	1	567,024	12,567	,003
		Deviation from Linearity	1056,441	17	62,144	1,377	,269
	Within Groups		676,800	15	45,120		
	Total		2300,265	33			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
TOTAL_Y * TOTAL_X2	(Combined)		1581,515	17	93,030	2,071	,076
	Between Groups	Linearity	576,002	1	576,002	12,822	,002
		Deviation from Linearity	1005,513	16	62,845	1,399	,255
	Within Groups		718,750	16	44,922		
	Total		2300,265	33			

Lampiran 8

Hasil Uji Multikolinieritas

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	1,802	7,358		,245	,808		
	TOTAL_X	,469	,151	,427	3,106	,004	,974	1,026
	TOTAL_X2	,465	,148	,432	3,140	,004	,974	1,026

a. Dependent Variable: TOTAL_Y

Lampiran 9

Hasil Analisis Regresi Linier Berganda

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,654 ^a	,428	,391	6,513

a. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 10

Uji-T

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,535	6,405		2,582	,015
TOTAL_X	,544	,168	,496	3,236	,003

a. Dependent Variable: TOTAL_Y

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	16,507	6,349		2,600	,014
TOTAL_X2	,538	,165	,500	3,270	,003

a. Dependent Variable: TOTAL_Y

Lampiran 11

Uji -F

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	985,268	2	492,634	11,613	,000 ^b
Residual	1314,997	31	42,419		
Total	2300,265	33			

a. Dependent Variable: TOTAL_Y

b. Predictors: (Constant), TOTAL_X2, TOTAL_X

Lampiran 12

R-Tabel

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9369	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9999
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	0.5140	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	0.2866	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

Lampiran 13

T-Tabel

Pr df	0.25 0.50	0.10 0.20	0.05 0.10	0.025 0.050	0.01 0.02	0.005 0.010	0.001 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	2.00958	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
64	0.67834	1.29492	1.66901	1.99773	2.38604	2.65485	3.22253
65	0.67828	1.29471	1.66864	1.99714	2.38510	2.65360	3.22041
66	0.67823	1.29451	1.66827	1.99656	2.38419	2.65239	3.21837
67	0.67817	1.29432	1.66792	1.99601	2.38330	2.65122	3.21639
68	0.67811	1.29413	1.66757	1.99547	2.38245	2.65008	3.21446
69	0.67806	1.29394	1.66724	1.99495	2.38161	2.64898	3.21260
70	0.67801	1.29376	1.66691	1.99444	2.38081	2.64790	3.21079
71	0.67796	1.29359	1.66660	1.99394	2.38002	2.64686	3.20903
72	0.67791	1.29342	1.66629	1.99346	2.37926	2.64585	3.20733
73	0.67787	1.29326	1.66600	1.99300	2.37852	2.64487	3.20567
74	0.67782	1.29310	1.66571	1.99254	2.37780	2.64391	3.20406

Lampiran 14

F-Tabel

df untuk penyebut (N2)	df untuk pembilang (N1)									
	1	2	3	4	5	6	7	8	9	10
1	161	199	216	225	230	234	237	239	241	242
2	18.51	19.00	19.16	19.25	19.30	19.33	19.35	19.37	19.38	19.40
3	10.13	9.55	9.28	9.12	9.01	8.94	8.89	8.85	8.81	8.79
4	7.71	6.94	6.59	6.39	6.26	6.16	6.09	6.04	6.00	5.96
5	6.61	5.79	5.41	5.19	5.05	4.95	4.88	4.82	4.77	4.74
6	5.99	5.14	4.76	4.53	4.39	4.28	4.21	4.15	4.10	4.06
7	5.59	4.74	4.35	4.12	3.97	3.87	3.79	3.73	3.68	3.64
8	5.32	4.46	4.07	3.84	3.69	3.58	3.50	3.44	3.39	3.35
9	5.12	4.26	3.86	3.63	3.48	3.37	3.29	3.23	3.18	3.14
10	4.96	4.10	3.71	3.48	3.33	3.22	3.14	3.07	3.02	2.98
11	4.84	3.98	3.59	3.36	3.20	3.09	3.01	2.95	2.90	2.85
12	4.75	3.89	3.49	3.26	3.11	3.00	2.91	2.85	2.80	2.75
13	4.67	3.81	3.41	3.18	3.03	2.92	2.83	2.77	2.71	2.67
14	4.60	3.74	3.34	3.11	2.96	2.85	2.76	2.70	2.65	2.60
15	4.54	3.68	3.29	3.06	2.90	2.79	2.71	2.64	2.59	2.54
16	4.49	3.63	3.24	3.01	2.85	2.74	2.66	2.59	2.54	2.49
17	4.45	3.59	3.20	2.96	2.81	2.70	2.61	2.55	2.49	2.45
18	4.41	3.55	3.16	2.93	2.77	2.66	2.58	2.51	2.46	2.41
19	4.38	3.52	3.13	2.90	2.74	2.63	2.54	2.48	2.42	2.38
20	4.35	3.49	3.10	2.87	2.71	2.60	2.51	2.45	2.39	2.35
21	4.32	3.47	3.07	2.84	2.68	2.57	2.49	2.42	2.37	2.32
22	4.30	3.44	3.05	2.82	2.66	2.55	2.46	2.40	2.34	2.30
23	4.28	3.42	3.03	2.80	2.64	2.53	2.44	2.37	2.32	2.27
24	4.26	3.40	3.01	2.78	2.62	2.51	2.42	2.36	2.30	2.25
25	4.24	3.39	2.99	2.76	2.60	2.49	2.40	2.34	2.28	2.24
26	4.23	3.37	2.98	2.74	2.59	2.47	2.39	2.32	2.27	2.22
27	4.21	3.35	2.96	2.73	2.57	2.46	2.37	2.31	2.25	2.20
28	4.20	3.34	2.95	2.71	2.56	2.45	2.36	2.29	2.24	2.19
29	4.18	3.33	2.93	2.70	2.55	2.43	2.35	2.28	2.22	2.18
30	4.17	3.32	2.92	2.69	2.53	2.42	2.33	2.27	2.21	2.16
31	4.15	3.30	2.91	2.68	2.52	2.41	2.32	2.25	2.20	2.15
32	4.15	3.29	2.90	2.67	2.51	2.40	2.31	2.24	2.19	2.14
33	4.14	3.28	2.89	2.66	2.50	2.39	2.30	2.23	2.18	2.13
34	4.13	3.28	2.88	2.65	2.49	2.38	2.29	2.23	2.17	2.12
35	4.12	3.27	2.87	2.64	2.49	2.37	2.29	2.22	2.16	2.11
36	4.11	3.26	2.87	2.63	2.48	2.36	2.28	2.21	2.15	2.11
37	4.11	3.25	2.86	2.63	2.47	2.36	2.27	2.20	2.14	2.10
38	4.10	3.24	2.85	2.62	2.46	2.35	2.26	2.19	2.14	2.09
39	4.09	3.24	2.85	2.61	2.46	2.34	2.26	2.19	2.13	2.08
40	4.08	3.23	2.84	2.61	2.45	2.34	2.25	2.18	2.12	2.08
41	4.08	3.23	2.83	2.60	2.44	2.33	2.24	2.17	2.12	2.07
42	4.07	3.22	2.83	2.59	2.44	2.32	2.24	2.17	2.11	2.06
43	4.07	3.21	2.82	2.59	2.43	2.32	2.23	2.16	2.11	2.06
44	4.06	3.21	2.82	2.58	2.43	2.31	2.23	2.16	2.10	2.05
45	4.06	3.20	2.81	2.58	2.42	2.31	2.22	2.15	2.10	2.05
46	4.05	3.20	2.81	2.57	2.42	2.30	2.22	2.15	2.09	2.04
47	4.05	3.20	2.80	2.57	2.41	2.30	2.21	2.14	2.09	2.04