

## LAMPIRAN

### 1) Karakteristik Responden

#### JENIS KELAMIN

	Frequency	Percent	Valid Percent	Cumulative Percent
Laki-Laki	26	49.1	49.1	49.1
Valid Perempuan	27	50.9	50.9	100.0
Total	53	100.0	100.0	

#### UMUR

	Frequency	Percent	Valid Percent	Cumulative Percent
20 - 30 tahun	24	45.3	45.3	45.3
31 - 40 tahun	18	34.0	34.0	79.2
Valid 41 - 50 tahun	8	15.1	15.1	94.3
> 50 tahun	3	5.7	5.7	100.0
Total	53	100.0	100.0	

#### PENDIDIKAN

	Frequency	Percent	Valid Percent	Cumulative Percent
SMA	13	24.5	24.5	24.5
Valid Sarjana	34	64.2	64.2	88.7
Pascasarjana	6	11.3	11.3	100.0
Total	53	100.0	100.0	

#### MASA KERJA

	Frequency	Percent	Valid Percent	Cumulative Percent
0 - 2 tahun	17	32.1	32.1	32.1
3 - 5 tahun	13	24.5	24.5	56.6
Valid 6 - 8 tahun	10	18.9	18.9	75.5
9 - 11 tahun	8	15.1	15.1	90.6
> 11 tahun	5	9.4	9.4	100.0
Total	53	100.0	100.0	

## 2) Hasil Jawaban Responden Gaya Kepemimpinan

### GK1

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	16	30.2	30.2	32.1
Valid 4	29	54.7	54.7	86.8
5	7	13.2	13.2	100.0
Total	53	100.0	100.0	

### GK2

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	15	28.3	28.3	30.2
Valid 4	24	45.3	45.3	75.5
5	13	24.5	24.5	100.0
Total	53	100.0	100.0	

### GK3

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	24.5	24.5	24.5
Valid 4	22	41.5	41.5	66.0
5	18	34.0	34.0	100.0
Total	53	100.0	100.0	

### GK4

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	14	26.4	26.4	28.3
Valid 4	21	39.6	39.6	67.9
5	17	32.1	32.1	100.0
Total	53	100.0	100.0	

**GK5**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
2	1	1.9	1.9	3.8
Valid 3	21	39.6	39.6	43.4
4	19	35.8	35.8	79.2
5	11	20.8	20.8	100.0
Total	53	100.0	100.0	

**GK6**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	2	3.8	3.8	3.8
3	13	24.5	24.5	28.3
Valid 4	21	39.6	39.6	67.9
5	17	32.1	32.1	100.0
Total	53	100.0	100.0	

### 3) Hasil Jawaban Responden Motivasi Kerja

**MK1**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.7	5.7	5.7
3	20	37.7	37.7	43.4
Valid 4	23	43.4	43.4	86.8
5	7	13.2	13.2	100.0
Total	53	100.0	100.0	

**MK2**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	3	5.7	5.7	5.7
3	17	32.1	32.1	37.7
Valid 4	21	39.6	39.6	77.4
5	12	22.6	22.6	100.0
Total	53	100.0	100.0	

**MK3**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	6	11.3	11.3	11.3
Valid 4	23	43.4	43.4	54.7
5	24	45.3	45.3	100.0
Total	53	100.0	100.0	

**MK4**

	Frequency	Percent	Valid Percent	Cumulative Percent
3	13	24.5	24.5	24.5
Valid 4	21	39.6	39.6	64.2
5	19	35.8	35.8	100.0
Total	53	100.0	100.0	

4) Hasil Jawaban Responden Turnover Intention

**T11**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
3	22	41.5	41.5	43.4
Valid 4	20	37.7	37.7	81.1
5	10	18.9	18.9	100.0
Total	53	100.0	100.0	

**T12**

	Frequency	Percent	Valid Percent	Cumulative Percent
2	1	1.9	1.9	1.9
3	11	20.8	20.8	22.6
Valid 4	21	39.6	39.6	62.3
5	20	37.7	37.7	100.0
Total	53	100.0	100.0	

**T13**

	Frequency	Percent	Valid Percent	Cumulative Percent
1	1	1.9	1.9	1.9
2	5	9.4	9.4	11.3
Valid 3	23	43.4	43.4	54.7
4	17	32.1	32.1	86.8
5	7	13.2	13.2	100.0
Total	53	100.0	100.0	

5) Hasil Uji Validitas Variabel Gaya Kepemimpinan

Correlations

		GK1	GK2	GK3	GK4	GK5	GK6	TOTAL_GK
GK1	Pearson Correlation	1	.185	.293*	.245	.438**	.326*	.610**
	Sig. (2-tailed)		.186	.033	.077	.001	.017	.000
	N	53	53	53	53	53	53	53
GK2	Pearson Correlation	.185	1	.269	.212	.414**	.490**	.658**
	Sig. (2-tailed)	.186		.051	.127	.002	.000	.000
	N	53	53	53	53	53	53	53
GK3	Pearson Correlation	.293*	.269	1	.395**	.267	.235	.615**
	Sig. (2-tailed)	.033	.051		.003	.053	.090	.000
	N	53	53	53	53	53	53	53
GK4	Pearson Correlation	.245	.212	.395**	1	.166	.165	.554**
	Sig. (2-tailed)	.077	.127	.003		.234	.239	.000
	N	53	53	53	53	53	53	53
GK5	Pearson Correlation	.438**	.414**	.267	.166	1	.610**	.752**
	Sig. (2-tailed)	.001	.002	.053	.234		.000	.000
	N	53	53	53	53	53	53	53
GK6	Pearson Correlation	.326*	.490**	.235	.165	.610**	1	.735**
	Sig. (2-tailed)	.017	.000	.090	.239	.000		.000
	N	53	53	53	53	53	53	53
TOTAL_GK	Pearson Correlation	.610**	.658**	.615**	.554**	.752**	.735**	1
L_GK	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	53	53	53	53	53	53	53

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

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

6) Hasil Uji Validitas Variabel Motivasi Kerja

		Correlations				
		MK1	MK2	MK3	MK4	TOTAL_MK
MK1	Pearson Correlation	1	.313*	.305*	.477**	.768**
	Sig. (2-tailed)		.022	.026	.000	.000
	N	53	53	53	53	53
MK2	Pearson Correlation	.313*	1	.090	.237	.637**
	Sig. (2-tailed)	.022		.522	.088	.000
	N	53	53	53	53	53
MK3	Pearson Correlation	.305*	.090	1	.328*	.587**
	Sig. (2-tailed)	.026	.522		.017	.000
	N	53	53	53	53	53
MK4	Pearson Correlation	.477**	.237	.328*	1	.742**
	Sig. (2-tailed)	.000	.088	.017		.000
	N	53	53	53	53	53
TOTAL_MK	Pearson Correlation	.768**	.637**	.587**	.742**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	53	53	53	53	53

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

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

7) Hasil Hasil Uji Validitas Variabel Turnover Intention

**Correlations**

		T11	T12	T13	TOTAL_TI
T11	Pearson Correlation	1	.536**	.246	.774**
	Sig. (2-tailed)		.000	.076	.000
	N	53	53	53	53
T12	Pearson Correlation	.536**	1	.309*	.796**
	Sig. (2-tailed)	.000		.025	.000
	N	53	53	53	53
T13	Pearson Correlation	.246	.309*	1	.706**
	Sig. (2-tailed)	.076	.025		.000
	N	53	53	53	53
TOTAL_TI	Pearson Correlation	.774**	.796**	.706**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	53	53	53	53

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

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



## 8) Hasil Uji Reliabilitas

Scale: Gaya Kepemimpinan

### Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded <sup>a</sup>	0	.0
	Total	53	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.734	6

Scale: Motivasi Kerja

### Case Processing Summary

		N	%
Cases	Valid	53	100.0
	Excluded <sup>a</sup>	0	.0
	Total	53	100.0

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

### Reliability Statistics

Cronbach's Alpha	N of Items
.619	4

Scale: Turnover Intention

**Case Processing Summary**

		N	%
Cases	Valid	53	100.0
	Excluded <sup>a</sup>	0	.0
	Total	53	100.0

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

**Reliability Statistics**

Cronbach's Alpha	N of Items
.624	3

9) Hasil Uji Linearitas

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		115.311	12	9.609	4.813	.000
TOTAL_TI *	Between	Linearity	99.859	1	99.859	50.018	.000
TOTAL_GK	Groups	Deviation from	15.452	11	1.405	.704	.728
		Linearity					
	Within Groups		79.858	40	1.996		
	Total		195.170	52			

**ANOVA Table**

			Sum of Squares	df	Mean Square	F	Sig.
	(Combined)		75.650	8	9.456	3.481	.003
TOTAL_TI *	Between	Linearity	65.142	1	65.142	23.981	.000
TOTAL_MK	Groups	Deviation from	10.508	7	1.501	.553	.790
		Linearity					
	Within Groups		119.520	44	2.716		
	Total		195.170	52			

10) Hasil Analisis Regresi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.719 <sup>a</sup>	.517	.497	1.374

a. Predictors: (Constant), TOTAL\_MK, TOTAL\_GK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	100.815	2	50.407	26.712	.000 <sup>b</sup>
	Residual	94.355	50	1.887		
	Total	195.170	52			

a. Dependent Variable: TOTAL\_TI

b. Predictors: (Constant), TOTAL\_MK, TOTAL\_GK

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.235	1.488		.830	.411
	TOTAL_GK	.511	.118	.832	4.348	.000
	TOTAL_MK	-.124	.174	-.136	-.712	.480

a. Dependent Variable: TOTAL\_TI

- 11) Uji t  
 - Gaya Kepemimpinan

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.715 <sup>a</sup>	.512	.502	1.367

a. Predictors: (Constant), TOTAL\_GK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99.859	1	99.859	53.434	.000 <sup>b</sup>
	Residual	95.311	51	1.869		
	Total	195.170	52			

a. Dependent Variable: TOTAL\_TI

b. Predictors: (Constant), TOTAL\_GK

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.954	1.428		.668	.507
	TOTAL_GK	.439	.060	.715	7.310	.000

a. Dependent Variable: TOTAL\_TI

- Motivasi Kerja

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.578 <sup>a</sup>	.334	.321	1.597

a. Predictors: (Constant), TOTAL\_MK

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

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	65.142	1	65.142	25.550	.000 <sup>b</sup>
Residual	130.028	51	2.550		
Total	195.170	52			

a. Dependent Variable: TOTAL\_TI

b. Predictors: (Constant), TOTAL\_MK

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	2.943	1.668		1.764	.084
TOTAL_MK	.526	.104	.578	5.055	.000

a. Dependent Variable: TOTAL\_TI