

# **LAMPIRAN 1**

**Kuesioner Penelitian**



## KUESIONER PENELITIAN

No. Responden

### Format Pengisian Kuesioner

1. Jawablah pertanyaan yang diajukan dibawah ini dengan benar dan jujur
2. Berilah tanda (  $\checkmark$  ) pada salah satu jawaban yang paling benar
3. Pertanyaan – pertanyaan harus dijawab semua.

#### I. Identitas Responden

1. Nama Responden :
2. Jenis Kelamin :  Laki-Laki  Perempuan
3. Usia :  20 – 30 tahun  41 – 50 tahun  
 31 – 40 tahun  51 – 60 tahun

#### II. Berilah tanda ceklis ( $\checkmark$ ) pada kolom yang sesuai dengan keadaan dan situasi anda saat ini

- SS = Sangat Setuju
- S = Setuju
- CS = Cukup Setuju
- TS = Tidak Setuju
- STS = Sangat Tidak Setuju

**Pernyataan – pernyataan**

No	Pertanyaan	SS	S	CS	TS	STS
<b>Ketidakamanan Kerja (X1)</b>						
1.	Pekerjaan yang saya lakukan memiliki dampak positif untuk diri saya (pengembangan karir)					
2.	Pekerjaan yang saya lakukan membuat saya tidak nyaman					
3.	Saya merasa kesulitan dengan pekerjaan yang saya lakukan					
4.	Pekerjaan yang saya lakukan tidak nyaman untuk tahun yang akan datang					
<b>Kepuasan Kerja (X2)</b>						
5.	Pekerjaan yang dilakukan sangat menarik dan menyenangkan hati saya					
6.	Gaji yang saya terima sesuai dengan beban kerja yang saya kerjakan					
7.	Saya merasa puas dengan kesempatan promosi yang diberikan perusahaan untuk memperoleh kenaikan jabatan					
8.	Rekan kerja saya saling memberikan semangat dan dorongan agar dapat bekerja dengan lebih baik lagi					
<b>Motivasi Kerja (X3).</b>						
9.	Kompensasi seperti gaji, bonus, uang makan, uang transportasi, dan fasilitas yang diberikan perusahaan membuat saya merasa aman					
10.	Fasilitas keamanan dan keselamatan kerja menjadi memotivasi diri saya dalam bekerja					
11.	Saya dan rekan kerja menjalin hubungan kerja yang harmonis ditempat kerja					
12.	Perusahaan dan rekan kerja saya, saling menghargai dengan kemampuan kerja saya					

No	Pertanyaan	SS	S	CS	TS	STS
<i>Turnover Intention (Y)</i>						
13.	Tingkat ketidakhadiran kerja saya sangat meningkat					
14.	Saya malas dalam bekerja saat dikantor/diperusahaan					
15.	Sering meninggalkan tempat kerja ketika jam kerja berlangsung					

Demikianlah pernyataan – pernyataan diatas, saya ucapkan terimakasih kepada responden yang telah meluangkan waktunya untuk memberikan jawaban atas kuesioner yang telah saya buat. Jawaban tersebut guna mensukseskan tugas akhir (SKRIPSI) saya pada Perguruan Tinggi IIB Darmajaya.

# **LAMPIRAN 2**

**Hasil Jawaban Responden**

**HASIL JAWABAN RESPONDEN KETIDAKAMANAN KERJA (X1)**

No Responden	Butir Pertanyaan					Skor Total
	1	2	3	4	5	
1	4	5	5	5	4	23
2	5	5	5	5	5	25
3	5	5	4	5	4	23
4	4	5	5	5	5	24
5	5	4	4	5	5	23
6	4	4	5	3	5	21
7	5	5	5	5	5	25
8	5	4	5	5	5	24
9	5	4	4	5	5	23
10	4	4	5	5	3	21
11	4	5	5	3	5	22
12	4	4	4	4	5	21
13	5	3	5	5	5	23
14	5	5	5	5	5	25
15	5	5	5	5	5	25
16	5	4	5	5	5	24
17	5	5	5	5	5	25
18	5	5	5	5	4	24
19	5	5	5	5	5	25
20	4	5	2	5	5	21
21	5	5	5	5	5	25
22	5	5	5	5	5	25
23	5	4	4	5	5	23
24	5	4	5	4	2	20
25	5	5	5	5	5	25
26	5	4	2	5	5	21
27	5	5	5	5	5	25
28	5	4	2	4	5	20
29	4	5	5	4	4	22
30	5	5	5	5	5	25
31	5	5	5	5	4	24
32	5	5	5	5	2	22
33	5	5	2	5	4	21

34	5	5	5	5	5	25
35	5	5	5	4	4	23
36	5	4	5	4	4	22
37	4	5	5	5	5	24
38	5	3	5	5	4	22
39	5	4	5	5	5	24
40	5	5	5	5	5	25
41	4	4	4	4	5	21
42	5	5	2	4	5	21
43	4	5	3	5	5	22
44	5	5	5	5	5	25
45	5	4	2	5	4	20
46	5	5	5	5	5	25
47	5	5	5	2	5	22
48	4	5	5	3	5	22
49	5	4	5	2	4	20
50	5	4	5	5	4	23
51	5	5	5	5	5	25
52	5	4	5	4	4	22
53	5	5	2	4	5	21
54	5	5	5	5	5	25
55	5	5	5	5	5	25
56	5	5	5	5	5	25
57	5	5	5	5	5	25
58	4	5	5	5	5	24
59	5	4	4	5	5	23
60	3	5	5	5	4	22
61	5	5	5	5	5	25
62	5	5	5	5	5	25
63	3	5	4	5	5	22
64	5	4	5	5	5	24
65	4	5	5	5	5	24
66	5	5	5	5	3	23
67	5	5	5	5	5	25
68	5	5	4	5	5	24

## HASIL JAWABAN RESPONDEN KEPUASAN KERJA (X2)

No Responden	Butir Pertanyaan				Skor Total
	1	2	3	4	
1	2	3	2	2	9
2	5	4	1	5	15
3	5	5	2	5	17
4	5	2	3	5	15
5	5	5	1	5	16
6	2	4	1	1	8
7	2	5	2	1	10
8	5	4	2	5	16
9	5	5	2	5	17
10	5	4	1	2	12
11	2	5	2	4	13
12	4	4	4	4	16
13	4	5	4	4	17
14	4	4	4	4	16
15	4	5	4	4	17
16	2	4	4	4	14
17	4	5	3	4	16
18	2	4	4	3	13
19	4	2	2	3	11
20	2	1	2	3	8
21	2	1	2	1	6
22	2	1	2	1	6
23	4	2	2	1	9
24	4	2	4	2	12
25	1	4	2	2	9
26	1	2	4	2	9
27	4	3	1	2	10
28	4	4	4	4	16
29	4	4	1	5	14
30	4	4	5	4	17
31	4	3	3	5	15
32	5	2	3	4	14
33	5	2	2	5	14



34	5	3	4	4	16
35	5	3	5	5	18
36	5	3	5	5	18
37	1	3	5	4	13
38	1	4	5	4	14
39	5	5	5	4	19
40	5	5	5	3	18
41	5	5	5	3	18
42	5	5	5	3	18
43	2	5	5	2	14
44	5	5	4	2	16
45	5	3	4	2	14
46	5	4	4	3	16
47	1	4	5	2	12
48	3	4	5	2	14
49	5	4	5	2	16
50	5	4	5	2	16
51	2	2	5	2	11
52	5	2	2	3	12
53	4	2	5	3	14
54	5	3	5	1	14
55	4	3	5	3	15
56	5	3	4	3	15
57	4	2	5	1	12
58	5	4	5	2	16
59	4	5	5	2	16
60	5	4	4	3	16
61	5	5	2	2	14
62	5	5	4	2	16
63	5	4	3	2	14
64	4	5	4	2	15
65	4	5	4	2	15
66	4	4	4	3	15
67	4	4	5	2	15
68	5	4	5	2	16

**HASIL JAWABAN RESPONDEN MOTIVASI KERJA (X3)**

No Responden	Butir Pertanyaan					Skor Total
	1	2	3	4	5	
1	5	5	4	4	4	22
2	5	5	5	5	4	24
3	4	4	4	5	4	21
4	4	1	4	5	2	16
5	3	3	5	3	2	16
6	2	2	4	5	2	15
7	5	5	4	3	4	21
8	5	5	4	5	4	23
9	5	5	4	5	4	23
10	2	2	3	2	5	14
11	4	4	5	5	3	21
12	3	3	5	3	5	19
13	4	4	5	4	4	21
14	4	4	4	5	4	21
15	4	4	4	4	3	19
16	4	4	4	4	4	20
17	3	3	4	4	4	18
18	3	3	4	4	4	18
19	4	4	3	5	3	19
20	4	4	4	5	4	21
21	4	4	4	4	4	20
22	4	4	4	4	3	19
23	4	4	4	5	5	22
24	4	4	5	2	3	18
25	3	3	4	3	2	15
26	5	5	4	3	2	19
27	5	5	4	3	2	19
28	3	3	4	5	4	19
29	3	3	4	4	5	19
30	3	3	3	5	4	18
31	4	4	4	3	4	19
32	4	4	3	5	4	20
33	4	4	3	4	4	19

34	3	3	5	5	5	21
35	4	4	5	3	4	20
36	3	3	4	1	3	14
37	3	3	3	2	3	14
38	4	4	4	3	3	18
39	5	5	3	3	3	19
40	4	4	4	4	1	17
41	3	3	4	3	3	16
42	3	3	3	4	5	18
43	3	3	3	4	3	16
44	3	3	4	4	4	18
45	4	4	4	4	5	21
46	2	2	4	4	5	17
47	3	3	3	4	5	18
48	2	2	4	4	4	16
49	3	3	5	5	5	21
50	2	2	5	5	5	19
51	3	3	3	5	5	19
52	5	3	3	3	3	17
53	5	3	5	5	5	23
54	5	3	3	5	5	21
55	4	4	3	4	4	19
56	4	4	4	4	4	20
57	4	4	3	4	4	19
58	5	3	3	5	5	21
59	2	2	5	5	5	19
60	4	4	5	4	5	22
61	4	4	4	4	4	20
62	3	3	5	5	5	21
63	4	4	3	4	4	19
64	4	4	4	5	4	21
65	4	4	4	4	4	20
66	5	5	5	4	4	23
67	4	4	4	4	4	20
68	5	5	5	4	5	24

## HASIL JAWABAN RESPONDEN *TURNOVER INTENTION* (Y)

No Responden	Butir Pertanyaan					Skor Total
	1	2	3	4	5	
1	4	4	4	5	4	21
2	4	4	5	4	4	21
3	4	5	5	5	4	23
4	4	5	5	4	5	23
5	5	5	5	5	5	25
6	4	5	4	3	4	20
7	5	2	5	4	5	21
8	5	1	5	5	3	19
9	5	1	5	4	3	18
10	4	5	4	1	2	16
11	5	4	5	2	1	17
12	4	5	4	3	5	21
13	4	4	4	4	4	20
14	5	5	3	5	5	23
15	5	4	5	5	4	23
16	5	5	5	4	5	24
17	5	5	5	5	5	25
18	5	4	5	4	5	23
19	5	5	5	5	4	24
20	4	4	5	3	4	20
21	4	5	4	4	4	21
22	5	4	5	5	3	22
23	5	5	5	5	3	23
24	4	4	4	4	4	20
25	5	5	4	3	5	22
26	4	4	5	2	4	19
27	5	5	5	1	5	21
28	4	5	3	5	4	21
29	5	5	4	5	4	23
30	4	5	5	4	4	22
31	5	5	5	4	5	24
32	4	4	5	5	5	23
33	5	5	5	5	5	25

34	5	4	2	4	3	18
35	5	5	1	4	2	17
36	5	4	3	5	2	19
37	5	5	4	4	4	22
38	5	5	5	5	3	23
39	5	5	5	4	4	23
40	5	4	5	5	5	24
41	5	3	5	5	4	22
42	2	5	5	4	5	21
43	5	4	5	3	5	22
44	5	3	5	2	5	20
45	4	2	5	2	4	17
46	2	1	5	2	5	15
47	4	2	4	3	3	16
48	3	3	4	3	4	17
49	3	5	4	3	3	18
50	3	4	4	5	4	20
51	4	5	4	5	4	22
52	5	4	5	4	5	23
53	4	4	4	4	5	21
54	5	4	5	4	5	23
55	4	5	4	5	5	23
56	5	5	5	5	4	24
57	4	5	4	5	4	22
58	5	5	5	5	4	24
59	5	5	4	5	3	22
60	5	3	5	4	2	19
61	4	5	4	5	1	19
62	5	4	5	5	2	21
63	5	5	4	4	3	21
64	5	4	5	4	4	22
65	5	5	5	5	5	25
66	4	4	5	4	5	22
67	4	5	5	5	4	23
68	4	4	5	4	5	22

# **LAMPIRAN 3**

**Karakteristik Responden Berdasarkan Jenis Kelamin**

**KARAKTERISTIK RESPONDEN BERDASARKAN JENIS KELAMIN**

**JENIS KELAMIN**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid LAKI-LAKI	65	95.6	95.6	95.6
PEREMPUAN	3	4.4	4.4	100.0
Total	68	100.0	100.0	

# **LAMPIRAN 4**

**Karakteristik Responden Berdasarkan Usia**



**KARAKTERISTIK RESPONDEN BERDASARKAN USIA**

**USIA**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20-30	18	26.5	26.5	26.5
	31-40	36	52.9	52.9	79.4
	41-50	14	20.6	20.6	100.0
	Total	68	100.0	100.0	

# LAMPIRAN 5

Hasil Jawaban Responden Berbentuk *Frequensi*

**HASIL JAWABAN RESPONDEN VARIABEL KETIDAKAMANAN KERJA  
(X1)**

**X1\_P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.9	2.9	2.9
	4	14	20.6	20.6	23.5
	5	52	76.5	76.5	100.0
	Total	68	100.0	100.0	

**X1\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	2	2.9	2.9	2.9
	4	20	29.4	29.4	32.4
	5	46	67.6	67.6	100.0
	Total	68	100.0	100.0	

**X1\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	7	10.3	10.3	10.3
	3	1	1.5	1.5	11.8
	4	9	13.2	13.2	25.0
	5	51	75.0	75.0	100.0
	Total	68	100.0	100.0	

**X1\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	3	4.4	4.4	7.4
	4	10	14.7	14.7	22.1
	5	53	77.9	77.9	100.0
	Total	68	100.0	100.0	

**X1\_P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	2	2.9	2.9	5.9
	4	14	20.6	20.6	26.5
	5	50	73.5	73.5	100.0
	Total	68	100.0	100.0	

**TOTAL**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	4	5.9	5.9	5.9
	21	9	13.2	13.2	19.1
	22	11	16.2	16.2	35.3
	23	10	14.7	14.7	50.0
	24	11	16.2	16.2	66.2
	25	23	33.8	33.8	100.0
	Total	68	100.0	100.0	

## HASIL JAWABAN RESPONDEN VARIABEL KEPUASAN KERJA (X2)

**X2\_P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	7.4	7.4	7.4
	2	11	16.2	16.2	23.5
	3	1	1.5	1.5	25.0
	4	21	30.9	30.9	55.9
	5	30	44.1	44.1	100.0
	Total	68	100.0	100.0	

**X2\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.4	4.4	4.4
	2	11	16.2	16.2	20.6
	3	11	16.2	16.2	36.8
	4	24	35.3	35.3	72.1
	5	19	27.9	27.9	100.0
	Total	68	100.0	100.0	

**X2\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	8.8	8.8	8.8
	2	15	22.1	22.1	30.9
	3	5	7.4	7.4	38.2
	4	19	27.9	27.9	66.2
	5	23	33.8	33.8	100.0
	Total	68	100.0	100.0	

**X2\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	7	10.3	10.3	10.3
	2	23	33.8	33.8	44.1
	3	13	19.1	19.1	63.2
	4	14	20.6	20.6	83.8
	5	11	16.2	16.2	100.0
	Total	68	100.0	100.0	

**TOTAL**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	6	2	2.9	2.9	2.9
	8	2	2.9	2.9	5.9
	9	4	5.9	5.9	11.8
	10	2	2.9	2.9	14.7
	11	2	2.9	2.9	17.6
	12	5	7.4	7.4	25.0
	13	3	4.4	4.4	29.4
	14	12	17.6	17.6	47.1
	15	9	13.2	13.2	60.3
	16	16	23.5	23.5	83.8
	17	5	7.4	7.4	91.2
	18	5	7.4	7.4	98.5
	19	1	1.5	1.5	100.0
	Total	68	100.0	100.0	

### HASIL JAWABAN RESPONDEN VARIABEL MOTIVASI KERJA (X3)

**X3\_P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	6	8.8	8.8	8.8
	3	19	27.9	27.9	36.8
	4	29	42.6	42.6	79.4
	5	14	20.6	20.6	100.0
	Total	68	100.0	100.0	

**X3\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	6	8.8	8.8	10.3
	3	23	33.8	33.8	44.1
	4	28	41.2	41.2	85.3
	5	10	14.7	14.7	100.0
	Total	68	100.0	100.0	

**X3\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	3	17	25.0	25.0	25.0
	4	35	51.5	51.5	76.5
	5	16	23.5	23.5	100.0
	Total	68	100.0	100.0	

**X3\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	3	4.4	4.4	5.9
	3	12	17.6	17.6	23.5
	4	28	41.2	41.2	64.7
	5	24	35.3	35.3	100.0
	Total	68	100.0	100.0	

**X3\_P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	6	8.8	8.8	10.3
	3	12	17.6	17.6	27.9
	4	30	44.1	44.1	72.1
	5	19	27.9	27.9	100.0
	Total	68	100.0	100.0	



**TOTAL**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	14	3	4.4	4.4	4.4
	15	2	2.9	2.9	7.4
	16	5	7.4	7.4	14.7
	17	3	4.4	4.4	19.1
	18	8	11.8	11.8	30.9
	19	17	25.0	25.0	55.9
	20	8	11.8	11.8	67.6
	21	13	19.1	19.1	86.8
	22	3	4.4	4.4	91.2
	23	4	5.9	5.9	97.1
	24	2	2.9	2.9	100.0
	Total	68	100.0	100.0	

**HASIL JAWABAN RESPONDEN VARIABEL *TURNOVER INTENTION* (Y)**

**Y\_P1**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	2	2	2.9	2.9	2.9
	3	3	4.4	4.4	7.4
	4	25	36.8	36.8	44.1
	5	38	55.9	55.9	100.0
	Total	68	100.0	100.0	

**Y\_P2**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	4.4	4.4	4.4
	2	3	4.4	4.4	8.8
	3	4	5.9	5.9	14.7
	4	23	33.8	33.8	48.5
	5	35	51.5	51.5	100.0
	Total	68	100.0	100.0	

**Y\_P3**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	1.5	1.5	1.5
	2	1	1.5	1.5	2.9
	3	3	4.4	4.4	7.4
	4	21	30.9	30.9	38.2
	5	42	61.8	61.8	100.0
	Total	68	100.0	100.0	

**Y\_P4**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	2.9	2.9
	2	5	7.4	7.4	10.3
	3	8	11.8	11.8	22.1
	4	24	35.3	35.3	57.4
	5	29	42.6	42.6	100.0
	Total	68	100.0	100.0	

**Y\_P5**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	2.9	2.9	2.9
	2	5	7.4	7.4	10.3
	3	10	14.7	14.7	25.0
	4	26	38.2	38.2	63.2
	5	25	36.8	36.8	100.0
	Total	68	100.0	100.0	

**TOTAL**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	15	1	1.5	1.5	1.5
	16	2	2.9	2.9	4.4
	17	4	5.9	5.9	10.3
	18	3	4.4	4.4	14.7
	19	5	7.4	7.4	22.1
	20	6	8.8	8.8	30.9
	21	11	16.2	16.2	47.1
	22	12	17.6	17.6	64.7
	23	14	20.6	20.6	85.3
	24	6	8.8	8.8	94.1
	25	4	5.9	5.9	100.0
	Total	68	100.0	100.0	

# **LAMPIRAN 6**

**Hasil Uji Validitas**

## UJI VALIDITAS

### KETIDAKAMANAN KERJA (X1)

Correlations

		X1_P1	X1_P2	X1_P3	X1_P4	X1_P5	TOTAL_X1
X1_P1	Pearson Correlation	1	-.146	.010	.118	.001	.321**
	Sig. (2-tailed)		.236	.934	.337	.996	.008
	N	68	68	68	68	68	68
X1_P2	Pearson Correlation	-.146	1	.118	.128	.127	.458**
	Sig. (2-tailed)	.236		.339	.299	.300	.000
	N	68	68	68	68	68	68
X1_P3	Pearson Correlation	.010	.118	1	.022	-.100	.588**
	Sig. (2-tailed)	.934	.339		.861	.417	.000
	N	68	68	68	68	68	68
X1_P4	Pearson Correlation	.118	.128	.022	1	.059	.541**
	Sig. (2-tailed)	.337	.299	.861		.632	.000
	N	68	68	68	68	68	68
X1_P5	Pearson Correlation	.001	.127	-.100	.059	1	.428**
	Sig. (2-tailed)	.996	.300	.417	.632		.000
	N	68	68	68	68	68	68
TOTAL_X1	Pearson Correlation	.321**	.458**	.588**	.541**	.428**	1
	Sig. (2-tailed)	.008	.000	.000	.000	.000	
	N	68	68	68	68	68	68

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

## KEPUASAN KERJA (X2)

Correlations

		X2_P1	X2_P2	X2_P3	X2_P4	TOTAL_X2
X2_P1	Pearson Correlation	1	.193	.044	.271*	.660**
	Sig. (2-tailed)		.116	.721	.025	.000
	N	68	68	68	68	68
X2_P2	Pearson Correlation	.193	1	.136	.145	.607**
	Sig. (2-tailed)	.116		.270	.237	.000
	N	68	68	68	68	68
X2_P3	Pearson Correlation	.044	.136	1	-.113	.490**
	Sig. (2-tailed)	.721	.270		.357	.000
	N	68	68	68	68	68
X2_P4	Pearson Correlation	.271*	.145	-.113	1	.554**
	Sig. (2-tailed)	.025	.237	.357		.000
	N	68	68	68	68	68
TOTAL_X2	Pearson Correlation	.660**	.607**	.490**	.554**	1
	Sig. (2-tailed)	.000	.000	.000	.000	
	N	68	68	68	68	68

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

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

### MOTIVASI KERJA (X3)

Correlations

		X3_P1	X3_P2	X3_P3	X3_P4	X3_P5	TOTAL_X3
X3_P1	Pearson Correlation	1	.784**	-.030	.050	-.139	.633**
	Sig. (2-tailed)		.000	.808	.684	.259	.000
	N	68	68	68	68	68	68
X3_P2	Pearson Correlation	.784**	1	.061	-.068	-.124	.621**
	Sig. (2-tailed)	.000		.621	.584	.312	.000
	N	68	68	68	68	68	68
X3_P3	Pearson Correlation	-.030	.061	1	.070	.085	.374**
	Sig. (2-tailed)	.808	.621		.569	.490	.002
	N	68	68	68	68	68	68
X3_P4	Pearson Correlation	.050	-.068	.070	1	.340**	.547**
	Sig. (2-tailed)	.684	.584	.569		.005	.000
	N	68	68	68	68	68	68
X3_P5	Pearson Correlation	-.139	-.124	.085	.340**	1	.472**
	Sig. (2-tailed)	.259	.312	.490	.005		.000
	N	68	68	68	68	68	68
TOTAL_X3	Pearson Correlation	.633**	.621**	.374**	.547**	.472**	1
	Sig. (2-tailed)	.000	.000	.002	.000	.000	
	N	68	68	68	68	68	68

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



**TURNOVER INTENTION (Y)**

		Correlations					
		Y_P1	Y_P2	Y_P3	Y_P4	Y_P5	TOTAL_Y
Y_P1	Pearson Correlation	1	.112	.066	.249*	-.110	.434**
	Sig. (2-tailed)		.363	.592	.040	.372	.000
	N	68	68	68	68	68	68
Y_P2	Pearson Correlation	.112	1	-.199	.253*	.071	.550**
	Sig. (2-tailed)	.363		.103	.037	.564	.000
	N	68	68	68	68	68	68
Y_P3	Pearson Correlation	.066	-.199	1	-.045	.320**	.378**
	Sig. (2-tailed)	.592	.103		.714	.008	.001
	N	68	68	68	68	68	68
Y_P4	Pearson Correlation	.249*	.253*	-.045	1	.001	.612**
	Sig. (2-tailed)	.040	.037	.714		.994	.000
	N	68	68	68	68	68	68
Y_P5	Pearson Correlation	-.110	.071	.320**	.001	1	.539**
	Sig. (2-tailed)	.372	.564	.008	.994		.000
	N	68	68	68	68	68	68
TOTAL_Y	Pearson Correlation	.434**	.550**	.378**	.612**	.539**	1
	Sig. (2-tailed)	.000	.000	.001	.000	.000	
	N	68	68	68	68	68	68

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

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

# **LAMPIRAN 7**

**Hasil Reliabilitas**

## UJI RELIABILITAS

Ketidakamanan Kerja (X1)

### Reliability Statistics

Cronbach's Alpha	N of Items
.631	6

Kepuasan Kerja (X2)

### Reliability Statistics

Cronbach's Alpha	N of Items
.701	5

Motivasi Kerja (X3)

### Reliability Statistics

Cronbach's Alpha	N of Items
.688	6

*Turnover Intention* (Y)

### Reliability Statistics

Cronbach's Alpha	N of Items
.668	6

# LAMPIRAN 8

Hasil Uji Linieritas

## UJI LINIERITAS

X1 Y

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
Y * X1 Between Groups (Combined)	66.940	5	13.388	2.612	.033
Linearity	42.495	1	42.495	8.290	.005
Deviation from Linearity	24.446	4	6.111	1.192	.323
Within Groups	317.810	62	5.126		
Total	384.750	67			

X2 Y

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
Y * X2 Between Groups (Combined)	64.196	12	5.350	.918	.536
Linearity	.639	1	.639	.110	.742
Deviation from Linearity	63.557	11	5.778	.991	.466
Within Groups	320.554	55	5.828		
Total	384.750	67			

X3 Y

ANOVA Table

	Sum of Squares	df	Mean Square	F	Sig.
Y * X3 Between Groups (Combined)	48.288	10	4.829	.818	.613
Linearity	.004	1	.004	.001	.979
Deviation from Linearity	48.284	9	5.365	.909	.524
Within Groups	336.462	57	5.903		
Total	384.750	67			

# LAMPIRAN 9

**Hasil Uji Multikolinieritas**

## UJI MULTIKOLINIERITAS

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics		
	B	Std. Error	Beta			Tolerance	VIF	
1	(Constant)	10.284	4.550		2.260	.027		
	X1	.491	.172	.338	2.852	.006	.985	1.016
	X2	.035	.095	.043	.365	.716	.996	1.004
	X3	-.049	.121	-.048	-.401	.689	.981	1.019

a. Dependent Variable: Y



# **LAMPIRAN 10**

**Hasil Uji Heteroskedastisitas**

## UJI HETEROSKEDASTISITAS

Coefficients<sup>a</sup>

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	2.754	2.732		1.008	.317
	X1	-.063	.103	-.074	-.610	.544
	X2	.122	.057	.258	2.148	.036
	X3	-.066	.073	-.109	-.902	.370

a. Dependent Variable: abresid

# **LAMPIRAN 11**

**Hasil Uji Regresi Linier Berganda**

## UJI LINIER BERGANDA

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	10.284	4.550		2.260	.027
X1	.491	.172	.338	2.852	.006
X2	.035	.095	.043	.365	.716
X3	-.049	.121	-.048	-.401	.689

a. Dependent Variable: Y

## UJI KEOFISIEN DETERMINASI

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.338 <sup>a</sup>	.114	.073	2.308

a. Predictors: (Constant), X3, X2, X1

# **LAMPIRAN 12**

**Hasil Uji T**

**UJI T**

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

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	10.284	4.550		2.260	.027
	X1	.491	.172	.338	2.852	.006
	X2	.035	.095	.043	.365	.716
	X3	-.049	.121	-.048	-.401	.689

a. Dependent Variable: Y

# LAMPIRAN 13

**R Tabel**

# LAMPIRAN 14

**T Tabel**