

**A. Tabulasi data Validitas Dan Reliabilitas**

No	<i>Turnover Intention Perawat</i>							<i>Organizational Citizenship Behavior (OCB)</i>											<i>Komitmen Organisasi</i>									
	P1	P2	P3	P4	P5	P6	P7	Total	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total	P19	P20	P21	P22	P23	P24	P25	Total
1	3	3	3	3	3	2	2	19	4	3	4	4	4	3	3	3	3	3	2	36	3	3	3	3	3	3	2	17
2	2	3	3	3	3	2	3	19	3	3	4	3	3	3	3	3	3	3	3	34	4	3	3	3	3	3	3	18
3	3	2	2	2	2	2	3	16	2	3	2	2	2	2	3	2	2	3	25	2	2	3	2	2	2	2	13	
4	3	2	2	2	2	2	2	15	4	3	4	4	4	4	4	4	3	3	41	3	3	3	3	3	3	3	18	
5	2	2	2	2	2	2	2	14	3	3	3	3	3	3	4	3	3	3	34	3	3	3	3	3	3	3	18	
6	3	3	3	3	2	2	4	20	4	2	3	3	3	3	2	2	3	3	3	31	1	3	3	3	3	3	3	18
7	3	3	3	3	2	2	4	20	4	2	3	3	3	3	2	2	3	3	2	30	1	3	3	3	3	3	3	18
8	3	3	3	3	3	2	2	19	4	2	3	3	3	3	3	3	3	3	3	33	3	3	3	3	2	3	2	16
9	3	3	3	3	3	2	2	19	4	2	3	3	3	3	3	4	3	3	3	34	3	3	3	3	3	3	3	18
10	3	3	3	3	3	2	2	19	4	2	3	3	3	3	2	2	3	3	2	30	1	3	3	3	3	3	3	18
11	2	3	3	3	3	2	3	19	3	2	4	4	3	2	3	3	3	3	3	33	3	3	2	2	3	4	2	16
12	3	3	3	2	3	2	2	18	3	2	3	3	2	2	3	3	3	3	3	30	3	3	3	3	3	3	3	18
13	2	2	3	3	2	2	2	16	4	2	4	4	3	3	4	4	3	3	37	3	3	3	3	3	4	3	19	
14	3	2	3	2	2	2	2	16	3	3	4	3	3	3	3	2	2	3	32	3	3	3	2	2	3	2	15	
15	2	3	2	2	2	2	2	15	3	3	4	4	3	2	3	3	2	1	3	31	3	2	2	3	3	4	2	16
16	2	2	2	2	2	2	2	14	4	3	4	4	3	2	3	3	2	1	3	32	3	2	2	3	3	4	2	16
17	2	3	2	2	3	2	2	16	3	2	3	3	3	3	3	2	3	2	30	3	3	3	3	2	3	2	16	
18	2	3	2	3	3	2	3	18	3	2	3	3	3	3	2	3	3	3	3	31	3	3	3	3	3	3	3	18
19	3	4	3	3	4	3	3	23	3	3	3	3	3	3	4	1	1	1	1	26	3	1	2	3	3	3	3	15
20	3	2	3	3	2	2	3	18	4	1	4	4	2	2	2	1	1	1	1	23	2	2	3	3	3	4	3	18
21	4	3	3	4	4	3	4	25	2	1	3	3	2	1	1	1	1	1	2	18	2	2	2	2	3	3	1	13
22	3	4	3	3	4	4	4	25	1	2	3	4	1	1	2	1	2	2	1	20	2	1	1	1	3	2	1	9
23	3	3	1	2	1	3	2	15	1	2	3	1	2	2	3	2	3	2	3	24	3	3	2	3	4	3	2	17
24	4	4	3	3	4	3	2	23	1	1	1	1	2	2	3	2	2	2	2	19	3	3	1	1	3	2	1	11
25	3	3	3	3	3	3	1	19	2	2	2	2	1	2	3	2	2	2	2	22	3	3	2	2	3	2	1	13
26	4	3	3	3	3	3	2	21	2	2	2	3	4	3	2	2	1	2	1	24	3	3	2	1	3	2	1	12
27	3	3	3	3	4	3	2	21	1	3	1	2	2	2	2	1	3	3	2	22	2	3	2	2	3	3	2	15
28	4	3	3	3	3	2	3	21	2	2	1	2	2	2	2	2	2	2	1	20	3	2	3	3	2	3	2	15
29	3	3	3	3	3	2	3	20	3	4	3	4	3	2	2	2	1	2	1	27	2	1	2	2	1	3	2	11
30	3	2	1	3	2	1	2	14	4	3	3	2	3	3	3	2	1	3	2	29	2	2	3	2	3	2	2	14

## B. Uji Validitas dan Reliabilitas

### 1. Uji Validitas Turnover Intention Perawat

		Correlations							
		P1	P2	P3	P4	P5	P6	P7	Total1
P1	Pearson Correlation	1	.309	.315	.414*	.345	.382*	.141	.592**
	Sig. (2-tailed)		.097	.090	.023	.062	.037	.457	.001
	N	30	30	30	30	30	30	30	30
P2	Pearson Correlation	.309	1	.395*	.410*	.717**	.632**	.262	.772**
	Sig. (2-tailed)	.097		.031	.024	.000	.000	.161	.000
	N	30	30	30	30	30	30	30	30
P3	Pearson Correlation	.315	.395*	1	.545**	.576**	.282	.253	.696**
	Sig. (2-tailed)	.090	.031		.002	.001	.131	.178	.000
	N	30	30	30	30	30	30	30	30
P4	Pearson Correlation	.414*	.410*	.545**	1	.579**	.242	.426*	.742**
	Sig. (2-tailed)	.023	.024	.002		.001	.197	.019	.000
	N	30	30	30	30	30	30	30	30
P5	Pearson Correlation	.345	.717**	.576**	.579**	1	.537**	.170	.820**
	Sig. (2-tailed)	.062	.000	.001	.001		.002	.370	.000
	N	30	30	30	30	30	30	30	30
P6	Pearson Correlation	.382*	.632**	.282	.242	.537**	1	.152	.661**
	Sig. (2-tailed)	.037	.000	.131	.197	.002		.422	.000
	N	30	30	30	30	30	30	30	30
P7	Pearson Correlation	.141	.262	.253	.426*	.170	.152	1	.526**
	Sig. (2-tailed)	.457	.161	.178	.019	.370	.422		.003
	N	30	30	30	30	30	30	30	30
Total1	Pearson Correlation	.592**	.772**	.696**	.742**	.820**	.661**	.526**	1
	Sig. (2-tailed)	.001	.000	.000	.000	.000	.000	.003	
	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).

## 2. Reliabilitas Turnover Intention Perawat

### Reliability Statistics

Cronbach's Alpha	N of Items
.804	7

### Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P1	15.7000	7.597	.434	.796
P2	15.7333	7.030	.674	.755
P3	15.9333	7.237	.568	.773
P4	15.8333	7.385	.650	.764
P5	15.8333	6.144	.703	.743
P6	16.3000	7.459	.533	.779
P7	16.0667	7.582	.306	.828

### 3. Uji Validitas Organizational Citizenship Behavior (OCB)

Correlations

		P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	P18	Total2
P8	Pearson Correlation	1	.170	.651**	.567**	.632**	.627**	.281	.472**	.221	.290	.273	.756**
	Sig. (2-tailed)		.370	.000	.001	.000	.000	.133	.009	.241	.121	.144	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P9	Pearson Correlation	.170	1	.213	.223	.388*	.284	.323	.252	.038	.085	.122	.415*
	Sig. (2-tailed)	.370		.258	.237	.034	.128	.081	.179	.841	.657	.520	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30
P10	Pearson Correlation	.651**	.213	1	.740**	.455*	.278	.354	.422*	.180	.000	.382*	.688**
	Sig. (2-tailed)	.000	.258		.000	.012	.137	.055	.020	.342	1.000	.037	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P11	Pearson Correlation	.567**	.223	.740**	1	.422*	.116	.106	.265	.047	-.052	.000	.515**
	Sig. (2-tailed)	.001	.237	.000		.020	.541	.579	.158	.806	.786	1.000	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30
P12	Pearson Correlation	.632**	.388*	.455*	.422*	1	.775**	.325	.507**	.218	.319	.214	.736**
	Sig. (2-tailed)	.000	.034	.012	.020		.000	.080	.004	.247	.086	.256	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P13	Pearson Correlation	.627**	.284	.278	.116	.775**	1	.506**	.535**	.419*	.562**	.286	.744**
	Sig. (2-tailed)	.000	.128	.137	.541	.000		.004	.002	.021	.001	.125	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P14	Pearson Correlation	.281	.323	.354	.106	.325	.506**	1	.559**	.327	.198	.388*	.602**
	Sig. (2-tailed)	.133	.081	.055	.579	.080	.004		.001	.078	.293	.034	.000

	N	30	30	30	30	30	30	30	30	30	30	30	30
P15	Pearson Correlation	.472**	.252	.422*	.265	.507**	.535**	.559**	1	.576**	.464**	.730**	.817**
	Sig. (2-tailed)	.009	.179	.020	.158	.004	.002	.001		.001	.010	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P16	Pearson Correlation	.221	.038	.180	.047	.218	.419*	.327	.576**	1	.712**	.668**	.615**
	Sig. (2-tailed)	.241	.841	.342	.806	.247	.021	.078	.001		.000	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
P17	Pearson Correlation	.290	.085	.000	-.052	.319	.562**	.198	.464**	.712**	1	.380*	.543**
	Sig. (2-tailed)	.121	.657	1.000	.786	.086	.001	.293	.010	.000		.038	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30
P18	Pearson Correlation	.273	.122	.382*	.000	.214	.286	.388*	.730**	.668**	.380*	1	.629**
	Sig. (2-tailed)	.144	.520	.037	1.000	.256	.125	.034	.000	.000	.038		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
Total2	Pearson Correlation	.756**	.415*	.688**	.515**	.736**	.744**	.602**	.817**	.615**	.543**	.629**	1
	Sig. (2-tailed)	.000	.023	.000	.004	.000	.000	.000	.000	.000	.002	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30

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

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

#### 4. Uji Reliabilitas Organizational Citizenship Behavior (OCB)

Reliability Statistics

Cronbach's Alpha	N of Items
.858	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P8	25.6667	25.954	.661	.836
P9	26.2667	31.168	.307	.861
P10	25.6000	27.628	.591	.842
P11	25.6000	29.628	.393	.858
P12	25.9000	28.231	.667	.837
P13	26.1000	28.645	.685	.838
P14	25.9000	29.403	.510	.848
P15	26.1667	26.351	.755	.828
P16	26.2667	28.754	.513	.848
P17	26.2333	29.840	.441	.853
P18	26.3000	28.907	.535	.847

## 5. Uji Validitas Komitmen Organisasi

		Correlations							
		P19	P20	P21	P22	P23	P24	P25	Total
P19	Pearson Correlation	1	.196	-.045	.098	.052	.124	-.079	.084
	Sig. (2-tailed)		.298	.812	.607	.785	.514	.680	.659
	N	30	30	30	30	30	30	30	30
P20	Pearson Correlation	.196	1	.398*	.219	.313	.047	.212	.550**
	Sig. (2-tailed)	.298		.029	.246	.092	.806	.262	.002
	N	30	30	30	30	30	30	30	30
P21	Pearson Correlation	-.045	.398*	1	.681**	-.179	.226	.698**	.734**
	Sig. (2-tailed)	.812	.029		.000	.343	.230	.000	.000
	N	30	30	30	30	30	30	30	30
P22	Pearson Correlation	.098	.219	.681**	1	.110	.620**	.783**	.871**
	Sig. (2-tailed)	.607	.246	.000		.562	.000	.000	.000
	N	30	30	30	30	30	30	30	30
P23	Pearson Correlation	.052	.313	-.179	.110	1	.081	.120	.331
	Sig. (2-tailed)	.785	.092	.343	.562		.669	.526	.074
	N	30	30	30	30	30	30	30	30
P24	Pearson Correlation	.124	.047	.226	.620**	.081	1	.480**	.616**
	Sig. (2-tailed)	.514	.806	.230	.000	.669		.007	.000
	N	30	30	30	30	30	30	30	30
P25	Pearson Correlation	-.079	.212	.698**	.783**	.120	.480**	1	.846**
	Sig. (2-tailed)	.680	.262	.000	.000	.526	.007		.000
	N	30	30	30	30	30	30	30	30
Total	Pearson Correlation	.084	.550**	.734**	.871**	.331	.616**	.846**	1
	Sig. (2-tailed)	.659	.002	.000	.000	.074	.000	.000	
	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).

## 6. Uji Reliabilitas Komitmen Organisasi

**Reliability Statistics**

Cronbach's Alpha	N of Items
.797	5

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
P20	10.2667	4.892	.263	.852
P21	10.3000	4.010	.690	.724
P22	10.3000	3.597	.806	.679
P24	9.8667	4.602	.441	.797
P25	10.6000	3.559	.748	.697

### C. Tabel Distribusi Frekuensi

**Jenis Kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-Laki	14	12.4	12.4	12.4
Perempuan	99	87.6	87.6	100.0
Total	113	100.0	100.0	

**Usia**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 21-30 Tahun	54	47.8	47.8	47.8
31-40 Tahun	33	29.2	29.2	77.0
41-50 Tahun	20	17.7	17.7	94.7
>50 Tahun	6	5.3	5.3	100.0
Total	113	100.0	100.0	

**Pendidikan Terakhir**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SPK	13	11.5	11.5	11.5
D3	75	66.4	66.4	77.9
S1	10	8.8	8.8	86.7
S1 Ners	15	13.3	13.3	100.0
Total	113	100.0	100.0	

**Lama Bekerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
1-5 Tahun	34	30.1	30.1	30.1
6-10 Tahun	37	32.7	32.7	62.8
Valid 11-15 Tahun	17	15.0	15.0	77.9
>15 Tahun	25	22.1	22.1	100.0
Total	113	100.0	100.0	

**Jarak Tempuh Ke Tempat Kerja**

	Frequency	Percent	Valid Percent	Cumulative Percent
10-20 KM	52	46.0	46.0	46.0
21-30 KM	28	24.8	24.8	70.8
Valid 31-40 KM	22	19.5	19.5	90.3
>41 KM	11	9.7	9.7	100.0
Total	113	100.0	100.0	

## D. Uji Prasyarat

### 1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		113
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	2.15836582
	Absolute	.062
Most Extreme Differences	Positive	.046
	Negative	-.062
Kolmogorov-Smirnov Z		.657
Asymp. Sig. (2-tailed)		.782

a. Test distribution is Normal.

b. Calculated from data.

### 2. Uji Linieritas

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Turnover_Intention_Perawat* OCB	Between Groups	(Combined)	471.123	21	22.434	4.811	.000
		Linearity	325.097	1	325.097	69.719	.000
		Deviation from Linearity	146.026	20	7.301	1.566	.079
Within Groups			424.328	91	4.663		
Total			895.451	112			

ANOVA Table

			Sum of Squares	df	Mean Square	F	Sig.
Turnover_Intention_Perawat* Komitmen_Organisasi	Between Groups	(Combined)	318.505	10	31.851	5.631	.000
		Linearity	234.375	1	234.375	41.436	.000
		Deviation from Linearity	84.130	9	9.348	1.653	.110
Within Groups			576.946	102	5.656		
Total			895.451	112			

### 3. Uji Multikolinieritas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	31.000	1.132		27.396	.000		
	OCB	-.249	.046	-.461	-5.420	.000	.731	1.368
	Komitmen_Organisasi	-.333	.104	-.272	-3.201	.002	.731	1.368

a. Dependent Variable: Turnover\_Intention\_Perawat

### 4. Uji Heterokedastisitas

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.867	.692		1.254	.213
	OCB	.071	.028	.273	2.520	.013
	Komitmen_Organisasi	-.073	.064	-.124	-1.146	.254

a. Dependent Variable: RES2

## E. Regresi Linier Berganda

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	31.000	1.132		27.396	.000
	OCB	-.249	.046	-.461	-5.420	.000
	Komitmen_Organisasi	-.333	.104	-.272	-3.201	.002

a. Dependent Variable: Turnover\_Intention\_Perawat

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	373.695	2	186.847	39.392	.000 <sup>b</sup>
	Residual	521.757	110	4.743		
	Total	895.451	112			

a. Dependent Variable: Turnover\_Intention\_Perawat

b. Predictors: (Constant), Komitmen\_Organisasi, OCB

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	325.097	1	325.097	63.269	.000 <sup>b</sup>
	Residual	570.354	111	5.138		
	Total	895.451	112			

a. Dependent Variable: Turnover\_Intention\_Perawat

b. Predictors: (Constant), OCB

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

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	234.375	1	234.375	39.353	.000 <sup>b</sup>
1 Residual	661.076	111	5.956		
Total	895.451	112			

a. Dependent Variable: Turnover\_Intention\_Perawat

b. Predictors: (Constant), Komitmen\_Organisasi

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.646 <sup>a</sup>	.417	.407	2.17790

a. Predictors: (Constant), Komitmen\_Organisasi, OCB

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.603 <sup>a</sup>	.363	.357	2.26679

a. Predictors: (Constant), OCB

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.512 <sup>a</sup>	.262	.255	2.44042

a. Predictors: (Constant), Komitmen\_Organisasi