

Lampiran 3 :

Uji Validitas 30 Responden

UJI VALIDITAS 30 RESPONDEN JOB INSECURITY X1

|     |                     | Correlations |       |        |         |        |       |        |        |        |        |       |        |        |
|-----|---------------------|--------------|-------|--------|---------|--------|-------|--------|--------|--------|--------|-------|--------|--------|
|     |                     | P1           | P2    | P3     | P4      | P5     | P6    | P7     | P8     | P9     | P10    | P11   | P12    | TOTAL  |
| P1  | Pearson Correlation | 1            | .255  | .120   | 1.000** | .098   | .194  | .179   | .168   | .265   | .149   | .335  | .020   | .486** |
|     | Sig. (2-tailed)     |              | .174  | .528   | .000    | .605   | .304  | .345   | .375   | .158   | .433   | .070  | .916   | .006   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P2  | Pearson Correlation | .255         | 1     | .151   | .255    | .130   | .443* | .267   | .217   | .182   | .242   | .325  | .430*  | .540** |
|     | Sig. (2-tailed)     | .174         |       | .425   | .174    | .494   | .014  | .154   | .250   | .336   | .197   | .080  | .018   | .002   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P3  | Pearson Correlation | .120         | .151  | 1      | .120    | .674** | -.199 | .578** | .559** | .473** | .516** | .294  | .025   | .615** |
|     | Sig. (2-tailed)     | .528         | .425  |        | .528    | .000   | .291  | .001   | .001   | .008   | .003   | .114  | .896   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P4  | Pearson Correlation | 1.000**      | .255  | .120   | 1       | .098   | .194  | .179   | .168   | .265   | .149   | .335  | .020   | .486** |
|     | Sig. (2-tailed)     | .000         | .174  | .528   |         | .605   | .304  | .345   | .375   | .158   | .433   | .070  | .916   | .006   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P5  | Pearson Correlation | .098         | .130  | .674** | .098    | 1      | .011  | .368*  | .600** | .449*  | .614** | .010  | .375*  | .631** |
|     | Sig. (2-tailed)     | .605         | .494  | .000   | .605    |        | .955  | .046   | .000   | .013   | .000   | .960  | .041   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P6  | Pearson Correlation | .194         | .443* | -.199  | .194    | .011   | 1     | .081   | .000   | .237   | .004   | .253  | .809** | .430*  |
|     | Sig. (2-tailed)     | .304         | .014  | .291   | .304    | .955   |       | .672   | 1.000  | .208   | .985   | .177  | .000   | .018   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P7  | Pearson Correlation | .179         | .267  | .578** | .179    | .368*  | .081  | 1      | .616** | .449*  | .583** | .146  | .248   | .664** |
|     | Sig. (2-tailed)     | .345         | .154  | .001   | .345    | .046   | .672  |        | .000   | .013   | .001   | .441  | .187   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P8  | Pearson Correlation | .168         | .217  | .559** | .168    | .600** | .000  | .616** | 1      | .525** | .865** | .000  | .265   | .728** |
|     | Sig. (2-tailed)     | .375         | .250  | .001   | .375    | .000   | 1.000 | .000   |        | .003   | .000   | 1.000 | .158   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P9  | Pearson Correlation | .265         | .182  | .473** | .265    | .449*  | .237  | .449*  | .525** | 1      | .465** | .261  | .281   | .711** |
|     | Sig. (2-tailed)     | .158         | .336  | .008   | .158    | .013   | .208  | .013   | .003   |        | .010   | .163  | .132   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P10 | Pearson Correlation | .149         | .242  | .516** | .149    | .614** | .004  | .583** | .865** | .465** | 1      | .101  | .218   | .722** |
|     | Sig. (2-tailed)     | .433         | .197  | .003   | .433    | .000   | .985  | .001   | .000   | .010   |        | .594  | .247   | .000   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| P11 | Pearson Correlation | .335         | .325  | .294   | .335    | .010   | .253  | .146   | .000   | .261   | .101   | 1     | .147   | .462*  |
|     | Sig. (2-tailed)     | .070         | .080  | .114   | .070    | .960   | .177  | .441   | 1.000  | .163   | .594   |       | .439   | .010   |
|     | N                   | 30           | 30    | 30     | 30      | 30     | 30    | 30     | 30     | 30     | 30     | 30    | 30     | 30     |

|       |                     |        |        |        |        |        |        |        |        |        |        |       |        |        |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|-------|--------|--------|
| P12   | Pearson Correlation | .020   | .430*  | .025   | .020   | .375*  | .809** | .248   | .265   | .281   | .218   | .147  | 1      | .553** |
|       | Sig. (2-tailed)     | .916   | .018   | .896   | .916   | .041   | .000   | .187   | .158   | .132   | .247   | .439  |        | .002   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30     | 30     |
| TOTAL | Pearson Correlation | .486** | .540** | .615** | .486** | .631** | .430*  | .664** | .728** | .711** | .722** | .462* | .553** | 1      |
|       | Sig. (2-tailed)     | .006   | .002   | .000   | .006   | .000   | .018   | .000   | .000   | .000   | .000   | .010  | .002   |        |
|       | N                   | 30     | 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).

#### UJI VALIDITAS 30 RESPONDEN KEPUASAN KERJA (X2)

Correlations

|     |                     | P13    | P14    | P15    | P16    | P17    | P18    | P19   | P20   | P21    | P22   | TOTAL  |
|-----|---------------------|--------|--------|--------|--------|--------|--------|-------|-------|--------|-------|--------|
| P13 | Pearson Correlation | 1      | .287   | .271   | .116   | .085   | .471** | .419* | .138  | .156   | .219  | .537** |
|     | Sig. (2-tailed)     |        | .124   | .147   | .541   | .655   | .009   | .021  | .465  | .410   | .246  | .002   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P14 | Pearson Correlation | .287   | 1      | .604** | .266   | .542** | .127   | .192  | .366* | .010   | .108  | .642** |
|     | Sig. (2-tailed)     | .124   |        | .000   | .155   | .002   | .503   | .310  | .047  | .958   | .570  | .000   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P15 | Pearson Correlation | .271   | .604** | 1      | .291   | .594** | .192   | .216  | .336  | .124   | .097  | .681** |
|     | Sig. (2-tailed)     | .147   | .000   |        | .119   | .001   | .310   | .252  | .069  | .512   | .609  | .000   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P16 | Pearson Correlation | .116   | .266   | .291   | 1      | .464** | .366*  | .168  | .142  | .478** | .382* | .651** |
|     | Sig. (2-tailed)     | .541   | .155   | .119   |        | .010   | .047   | .375  | .453  | .008   | .037  | .000   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P17 | Pearson Correlation | .085   | .542** | .594** | .464** | 1      | .083   | .043  | .082  | .364*  | .103  | .624** |
|     | Sig. (2-tailed)     | .655   | .002   | .001   | .010   |        | .662   | .822  | .667  | .048   | .589  | .000   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P18 | Pearson Correlation | .471** | .127   | .192   | .366*  | .083   | 1      | .281  | .139  | .150   | .385* | .529** |
|     | Sig. (2-tailed)     | .009   | .503   | .310   | .047   | .662   |        | .133  | .464  | .428   | .036  | .003   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P19 | Pearson Correlation | .419*  | .192   | .216   | .168   | .043   | .281   | 1     | .418* | .205   | .166  | .513** |
|     | Sig. (2-tailed)     | .021   | .310   | .252   | .375   | .822   | .133   |       | .021  | .277   | .379  | .004   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |
| P20 | Pearson Correlation | .138   | .366*  | .336   | .142   | .082   | .139   | .418* | 1     | .112   | .110  | .484** |
|     | Sig. (2-tailed)     | .465   | .047   | .069   | .453   | .667   | .464   | .021  |       | .557   | .562  | .007   |
|     | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30    | 30    | 30     | 30    | 30     |

|       |                     |        |        |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P21   | Pearson Correlation | .156   | .010   | .124   | .478** | .364*  | .150   | .205   | .112   | 1      | .299   | .532** |
|       | Sig. (2-tailed)     | .410   | .958   | .512   | .008   | .048   | .428   | .277   | .557   |        | .108   | .002   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| P22   | Pearson Correlation | .219   | .108   | .097   | .382*  | .103   | .385*  | .166   | .110   | .299   | 1      | .478** |
|       | Sig. (2-tailed)     | .246   | .570   | .609   | .037   | .589   | .036   | .379   | .562   | .108   |        | .007   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL | Pearson Correlation | .537** | .642** | .681** | .651** | .624** | .529** | .513** | .484** | .532** | .478** | 1      |
|       | Sig. (2-tailed)     | .002   | .000   | .000   | .000   | .000   | .003   | .004   | .007   | .002   | .007   |        |
|       | N                   | 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).

#### UJI VALIDITAS 30 RESPONDEN TURNOVER INTENTION (Y)

|     |                     | Correlations |        |       |        |        |       |       |        |        |  |
|-----|---------------------|--------------|--------|-------|--------|--------|-------|-------|--------|--------|--|
|     |                     | P23          | P24    | P25   | P26    | P27    | P28   | P29   | P30    | TOTAL  |  |
| P23 | Pearson Correlation | 1            | .486** | .375* | .326   | .511** | .246  | .367* | .423*  | .728** |  |
|     | Sig. (2-tailed)     |              | .006   | .041  | .078   | .004   | .190  | .046  | .020   | .000   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P24 | Pearson Correlation | .486**       | 1      | .272  | .275   | .424*  | -.037 | .258  | .524** | .633** |  |
|     | Sig. (2-tailed)     | .006         |        | .146  | .142   | .020   | .845  | .169  | .003   | .000   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P25 | Pearson Correlation | .375*        | .272   | 1     | .142   | .168   | .281  | .443* | .142   | .539** |  |
|     | Sig. (2-tailed)     | .041         | .146   |       | .454   | .375   | .133  | .014  | .454   | .002   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P26 | Pearson Correlation | .326         | .275   | .142  | 1      | .547** | .302  | .061  | .560** | .644** |  |
|     | Sig. (2-tailed)     | .078         | .142   | .454  |        | .002   | .105  | .751  | .001   | .000   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P27 | Pearson Correlation | .511**       | .424*  | .168  | .547** | 1      | .074  | .171  | .713** | .720** |  |
|     | Sig. (2-tailed)     | .004         | .020   | .375  | .002   |        | .697  | .366  | .000   | .000   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P28 | Pearson Correlation | .246         | -.037  | .281  | .302   | .074   | 1     | .434* | .144   | .495** |  |
|     | Sig. (2-tailed)     | .190         | .845   | .133  | .105   | .697   |       | .017  | .446   | .005   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |
| P29 | Pearson Correlation | .367*        | .258   | .443* | .061   | .171   | .434* | 1     | .151   | .564** |  |
|     | Sig. (2-tailed)     | .046         | .169   | .014  | .751   | .366   | .017  |       | .425   | .001   |  |
|     | N                   | 30           | 30     | 30    | 30     | 30     | 30    | 30    | 30     | 30     |  |

|       |                     |        |        |        |        |        |        |        |        |        |
|-------|---------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| P30   | Pearson Correlation | .423*  | .524** | .142   | .560** | .713** | .144   | .151   | 1      | .731** |
|       | Sig. (2-tailed)     | .020   | .003   | .454   | .001   | .000   | .446   | .425   |        | .000   |
|       | N                   | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     | 30     |
| TOTAL | Pearson Correlation | .728** | .633** | .539** | .644** | .720** | .495** | .564** | .731** | 1      |
|       | Sig. (2-tailed)     | .000   | .000   | .002   | .000   | .000   | .005   | .001   | .000   |        |
|       | N                   | 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).