

## LAMPIRAN 2 : HASIL UJI VALIDITAS DAN REALIBILITAS

### Hasil Uji Validitas Dan Realibilitas Variabel X<sub>1</sub> (Kompensasi)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
indikator1	17.9011	5.335	.505	.663
indikator2	17.9231	5.427	.562	.647
indikator3	17.7692	5.846	.462	.675
indikator4	17.8462	6.176	.374	.697
indikator5	17.7143	6.406	.287	.717
indikator6	17.9560	5.909	.532	.661
indikator7	17.7692	6.779	.273	.716

### Uji Validitas dan Reliabilitas Variable X<sub>2</sub> (Motivasi)

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
indikator8	30.3846	22.573	.471	.869
indikator9	30.3626	21.923	.566	.863
indikator10	30.4945	22.964	.442	.870
indikator11	30.4176	21.957	.587	.862
indikator12	30.2527	20.613	.697	.853
indikator13	30.3407	21.516	.602	.860
indikator14	30.3516	21.408	.611	.860
indikator15	30.2088	21.367	.618	.859
indikator16	30.2857	21.695	.588	.861
indikator17	30.2747	21.046	.594	.861
indikator18	30.5824	21.868	.551	.864

### Uji Validitas Dan Realibilitas Variabel Y (*Turnover Intention*)

**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
indikator19	12.2637	4.219	.561	.668
indikator20	12.2527	4.169	.516	.685
indikator21	12.2857	4.473	.424	.720
indikator22	12.1978	4.005	.559	.667
indikator23	12.1429	4.679	.441	.712

### LAMPIRAN 3 : HASIL UJI KORELASI

**Correlations**

		X.1	X.2	Y
X.1	Pearson Correlation	1	.242*	.342**
	Sig. (2-tailed)		.021	.001
	N	91	91	91
X.2	Pearson Correlation	.242*	1	.476**
	Sig. (2-tailed)	.021		.000
	N	91	91	91
Y	Pearson Correlation	.342**	.476**	1
	Sig. (2-tailed)	.001	.000	
	N	91	91	91

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

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

### LAMPIRAN 4 : HASIL UJI ANALISIS LINIER BERGANDA

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.809	.404		2.003	.048		
	X.1	.304	.118	.241	2.588	.011	.941	1.062
	X.2	.442	.099	.418	4.490	.000	.941	1.062

a. Dependent Variable: Y

## LAMPIRAN 5 : HASIL UJI HIPOTESIS

### Uji F

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.405	2	3.203	17.251	.000 <sup>b</sup>
	Residual	16.337	88	.186		
	Total	22.743	90			

a. Dependent Variable: Y

b. Predictors: (Constant), X.2, X.1

### Uji T

#### KOMPENSASI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.809	.404		2.003	.048		
	X.1	.304	.118	.241	2.588	.011	.941	1.062
	X.2	.442	.099	.418	4.490	.000	.941	1.062

a. Dependent Variable: Y

#### MOTIVASI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.809	.404		2.003	.048		
	X.1	.304	.118	.241	2.588	.011	.941	1.062
	X.2	.442	.099	.418	4.490	.000	.941	1.062

a. Dependent Variable: Y

## LAMPIRAN 6 : HASIL ANALISIS DETERMINASI

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.531 <sup>a</sup>	.282	.265	.43087	1.984

a. Predictors: (Constant), X.2, X.1

b. Dependent Variable: Y

## LAMPIRAN 7 : HASIL UJI ASUMSI KLASIK

### Hasil Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		91
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	.42606028
Most Extreme Differences	Absolute	.074
	Positive	.074
	Negative	-.069
Test Statistic		.074
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>

a. Test distribution is Normal.

b. Calculated from data.

c. Lilliefors Significance Correction.

d. This is a lower bound of the true significance.

## Hasil Uji Autokorelasi

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.531 <sup>a</sup>	.282	.265	.43087	1.984

a. Predictors: (Constant), X.2, X.1

b. Dependent Variable: Y

## Hasil Uji Multikolinearitas

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.809	.404		2.003	.048		
	X.1	.304	.118	.241	2.588	.011	.941	1.062
	X.2	.442	.099	.418	4.490	.000	.941	1.062

a. Dependent Variable: Y

## Hasil Uji Heteroskedasitas

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	.544	.266		2.047	.044		
	X.1	-.019	.077	-.027	-.252	.802	.941	1.062
	X.2	-.056	.065	-.094	-.858	.393	.941	1.062

a. Dependent Variable: abs\_res