

LAMPIRAN 3. DATA TABULASI KARAKTERISTIK 30 RESPONDEN

N	Kepuasan Kerja (X1)						Total	Stres Kerja (X2)							Total
	P1	P2	P3	P4	P5	P6		P1	P2	P3	P4	P5	P6	P7	
1	3	4	4	4	4	4	23	4	3	4	4	4	4	3	26
2	3	4	3	3	3	3	19	4	4	3	4	3	4	3	25
3	4	4	4	4	4	3	23	4	4	4	4	4	3	4	27
4	3	3	4	3	3	4	20	3	3	3	3	3	3	3	21
5	4	3	3	3	3	3	19	3	3	3	4	3	3	3	22
6	4	3	4	4	4	4	23	3	3	4	4	4	3	4	25
7	3	4	3	3	3	3	26	4	3	3	3	3	3	3	22
8	3	4	4	4	4	4	23	4	4	4	4	4	3	4	27
9	4	3	4	3	3	3	20	3	3	3	3	3	3	3	21
10	4	4	3	4	4	4	23	4	4	4	4	4	3	4	27
11	3	3	3	3	3	3	18	3	3	3	3	3	2	3	20
12	4	3	4	4	4	3	22	3	3	4	4	4	3	4	25
13	3	3	3	4	4	4	21	3	3	4	4	4	3	4	25
14	4	4	4	4	4	3	23	4	4	4	4	4	4	4	28
15	3	3	3	3	3	4	19	3	3	3	3	3	2	3	20
16	4	3	4	4	4	4	23	3	3	4	4	4	3	4	25
17	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
18	4	3	4	4	4	4	23	3	3	4	4	4	3	4	25
19	3	3	3	3	3	3	18	3	3	3	3	3	4	3	22
20	2	4	4	4	4	4	22	4	4	4	4	4	3	4	27
21	3	3	4	3	3	3	19	3	3	3	3	3	3	3	21
22	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
23	4	3	3	3	3	3	19	3	3	3	3	3	3	3	21
24	3	4	4	4	4	3	22	4	4	4	4	4	3	4	27
25	3	3	3	3	3	4	19	3	3	3	3	3	3	3	21
26	4	3	3	4	4	4	22	3	3	4	4	4	3	4	25
27	4	3	3	3	3	3	19	3	3	3	3	3	3	3	21
28	2	4	4	4	4	4	22	4	4	4	4	4	3	4	27
29	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
30	4	4	4	4	4	3	23	4	4	4	4	4	3	4	27

N	Komitmen Organisasional (Z)					Total	Turnover Intention (Y)							Total
	P1	P2	P3	P4	P5		P1	P2	P3	P4	P5	P6	P7	
1	3	4	4	4	4	19	3	4	4	4	4	4	4	27
2	3	4	3	3	3	16	3	4	3	3	3	3	3	22
3	4	4	4	4	4	20	4	4	4	4	4	3	4	27
4	4	3	4	3	3	17	4	3	4	3	3	4	4	25
5	3	3	3	3	3	15	3	3	3	3	3	3	3	21
6	3	3	4	4	4	18	3	3	4	4	4	4	4	26
7	3	4	3	3	3	16	3	4	3	3	3	3	3	22
8	3	4	4	4	4	19	3	4	4	4	4	4	4	27
9	4	3	4	3	3	17	4	3	4	3	3	3	4	24
10	4	4	3	4	4	19	4	4	3	4	4	4	3	26
11	3	3	3	3	3	15	3	3	3	3	3	3	3	21
12	4	3	4	4	4	19	4	3	4	4	4	3	4	26
13	3	3	3	4	4	17	3	3	3	4	4	4	3	24
14	4	4	4	4	4	20	4	4	4	4	4	3	4	27
15	3	3	3	3	3	15	3	3	3	3	3	4	3	22
16	3	3	4	4	4	18	3	3	4	4	4	4	4	26
17	3	3	3	3	3	15	3	3	3	3	3	3	3	21
18	4	3	4	4	4	19	4	3	4	4	4	4	4	27
19	3	3	3	3	3	15	3	3	3	3	3	3	3	21
20	3	4	4	4	4	19	3	4	4	4	4	4	4	27
21	3	3	4	3	3	16	3	3	4	3	3	3	4	23
22	3	3	3	3	3	15	3	3	3	3	3	3	3	21
23	4	3	3	3	3	16	4	3	3	3	3	3	3	22
24	3	4	4	4	4	19	3	4	4	4	4	3	4	26
25	3	3	3	3	3	15	3	3	3	3	3	4	3	22
26	4	3	3	4	4	18	4	3	3	4	4	4	3	25
27	4	3	3	3	3	16	4	3	3	3	3	3	3	22
28	4	4	4	4	4	20	4	4	4	4	4	4	4	28
29	3	3	3	3	3	15	3	3	3	3	3	3	3	21
30	4	4	4	4	4	20	4	4	4	4	4	3	4	27

LAMPIRAN 4. UJI VALIDITAS

Uji validitas kepuasan kerja (X_1)

Correlations

		P1	P2	P3	P4	P5	P6	Total
P1	Pearson Correlation	1	-,158	,218	,218	,218	-,022	,415*
	Sig. (2-tailed)		,403	,247	,247	,247	,908	,023
	N	30	30	30	30	30	30	30
P2	Pearson Correlation	-,158	1	,346	,484**	,484**	,033	,516**
	Sig. (2-tailed)	,403		,061	,007	,007	,864	,004
	N	30	30	30	30	30	30	30
P3	Pearson Correlation	,218	,346	1	,600**	,600**	,202	,731**
	Sig. (2-tailed)	,247	,061		,000	,000	,285	,000
	N	30	30	30	30	30	30	30
P4	Pearson Correlation	,218	,484**	,600**	1	1,000**	,471**	,926**
	Sig. (2-tailed)	,247	,007	,000		,000	,009	,000
	N	30	30	30	30	30	30	30
P5	Pearson Correlation	,218	,484**	,600**	1,000**	1	,471**	,926**
	Sig. (2-tailed)	,247	,007	,000	,000		,009	,000
	N	30	30	30	30	30	30	30
P6	Pearson Correlation	-,022	,033	,202	,471**	,471**	1	,521**
	Sig. (2-tailed)	,908	,864	,285	,009	,009		,003
	N	30	30	30	30	30	30	30
Total	Pearson Correlation	,415*	,516**	,731**	,926**	,926**	,521**	1
	Sig. (2-tailed)	,023	,004	,000	,000	,000	,003	
	N	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).

Uji Validitas Stres Kerja 30 responden

Correlations

		P1	P2	P3	P4	P5	P6	P7	Total
P1	Pearson Correlation	1	,860**	,484**	,526**	,484**	,355	,397*	,741**
	Sig. (2-tailed)		,000	,007	,003	,007	,055	,030	,000
	N	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,860**	1	,509**	,572**	,509**	,230	,554**	,766**
	Sig. (2-tailed)	,000		,004	,001	,004	,221	,001	,000
	N	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,484**	,509**	1	,874**	1,000**	,151	,935**	,912**
	Sig. (2-tailed)	,007	,004		,000	,000	,426	,000	,000
	N	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,526**	,572**	,874**	1	,874**	,284	,818**	,907**
	Sig. (2-tailed)	,003	,001	,000		,000	,128	,000	,000
	N	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,484**	,509**	1,000**	,874**	1	,151	,935**	,912**
	Sig. (2-tailed)	,007	,004	,000	,000		,426	,000	,000
	N	30	30	30	30	30	30	30	30
P6	Pearson Correlation	,355	,230	,151	,284	,151	1	,010	,381*
	Sig. (2-tailed)	,055	,221	,426	,128	,426		,958	,038
	N	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,397*	,554**	,935**	,818**	,935**	,010	1	,859**
	Sig. (2-tailed)	,030	,001	,000	,000	,000	,958		,000
	N	30	30	30	30	30	30	30	30
Total	Pearson Correlation	,741**	,766**	,912**	,907**	,912**	,381*	,859**	1
	Sig. (2-tailed)	,000	,000	,000	,000	,000	,038	,000	
	N	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 Komitmen Organisasional 30 responden

		Correlations					
		P1	P2	P3	P4	P5	Total
P1	Pearson Correlation	1	,085	,272	,272	,272	,510**
	Sig. (2-tailed)		,656	,146	,146	,146	,004
	N	30	30	30	30	30	30
P2	Pearson Correlation	,085	1	,346	,484**	,484**	,641**
	Sig. (2-tailed)	,656		,061	,007	,007	,000
	N	30	30	30	30	30	30
P3	Pearson Correlation	,272	,346	1	,600**	,600**	,760**
	Sig. (2-tailed)	,146	,061		,000	,000	,000
	N	30	30	30	30	30	30
P4	Pearson Correlation	,272	,484**	,600**	1	1,000**	,904**
	Sig. (2-tailed)	,146	,007	,000		,000	,000
	N	30	30	30	30	30	30
P5	Pearson Correlation	,272	,484**	,600**	1,000**	1	,904**
	Sig. (2-tailed)	,146	,007	,000	,000		,000
	N	30	30	30	30	30	30
Total	Pearson Correlation	,510**	,641**	,760**	,904**	,904**	1
	Sig. (2-tailed)	,004	,000	,000	,000	,000	
	N	30	30	30	30	30	30

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

Uji Validitas Turnover Intention 30 responden

Correlations

		P1	P2	P3	P4	P5	P6	P7	Total
P1	Pearson Correlation	1	,085	,272	,272	,272	-,027	,272	,435*
	Sig. (2-tailed)		,656	,146	,146	,146	,885	,146	,016
	N	30	30	30	30	30	30	30	30
P2	Pearson Correlation	,085	1	,346	,484**	,484**	,033	,346	,561**
	Sig. (2-tailed)	,656		,061	,007	,007	,864	,061	,001
	N	30	30	30	30	30	30	30	30
P3	Pearson Correlation	,272	,346	1	,600**	,600**	,202	1,000**	,819**
	Sig. (2-tailed)	,146	,061		,000	,000	,285	,000	,000
	N	30	30	30	30	30	30	30	30
P4	Pearson Correlation	,272	,484**	,600**	1	1,000**	,471**	,600**	,901**
	Sig. (2-tailed)	,146	,007	,000		,000	,009	,000	,000
	N	30	30	30	30	30	30	30	30
P5	Pearson Correlation	,272	,484**	,600**	1,000**	1	,471**	,600**	,901**
	Sig. (2-tailed)	,146	,007	,000	,000		,009	,000	,000
	N	30	30	30	30	30	30	30	30
P6	Pearson Correlation	-,027	,033	,202	,471**	,471**	1	,202	,479**
	Sig. (2-tailed)	,885	,864	,285	,009	,009		,285	,007
	N	30	30	30	30	30	30	30	30
P7	Pearson Correlation	,272	,346	1,000**	,600**	,600**	,202	1	,819**
	Sig. (2-tailed)	,146	,061	,000	,000	,000	,285		,000
	N	30	30	30	30	30	30	30	30
Total	Pearson Correlation	,435*	,561**	,819**	,901**	,901**	,479**	,819**	1
	Sig. (2-tailed)	,016	,001	,000	,000	,000	,007	,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).

LAMPIRAN 5. UJI RELIABILITAS

Uji Reabilitas 30 Responden

Case Processing Summary

		N	%
Cases	Valid	30	100,0
	Excluded ^a	0	,0
	Total	30	100,0

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

Reliability Statistics

Cronbach's Alpha	N of Items
,956	25

LAMPIRAN 6. DATA TABULASI KARAKTERISTIK 100 RESPONDEN

N	Kepuasan Kerja (X1)						Total	Stres Kerja (X2)							Total
	P1	P2	P3	P4	P5	P6		P1	P2	P3	P4	P5	P6	P7	
1	2	2	2	3	3	2	14	2	4	4	2	2	4	3	21
2	2	2	2	3	3	2	14	2	4	3	3	2	3	4	21
3	2	2	3	3	3	3	16	3	3	3	3	2	2	3	19
4	3	2	3	2	2	4	16	4	3	3	3	3	3	3	22
5	3	2	3	3	3	3	17	3	3	3	1	1	4	1	16
6	3	3	4	3	3	3	19	3	2	2	2	2	2	2	15
7	4	3	3	1	1	3	15	4	3	3	2	1	2	3	18
8	3	2	2	4	3	3	17	3	3	3	3	3	2	3	20
9	3	3	3	2	2	3	16	4	4	4	3	2	3	4	24
10	3	2	2	2	2	3	14	3	3	3	3	3	2	3	20
11	3	1	2	3	3	3	15	2	2	2	2	3	3	2	16
12	3	4	3	4	4	4	22	4	3	4	3	2	4	3	23
13	3	2	3	2	3	3	16	3	3	2	3	3	3	2	19
14	3	3	2	2	3	3	16	3	2	3	3	3	3	2	19
15	2	2	2	3	3	3	15	4	2	3	3	3	2	3	20
16	3	2	2	3	3	2	15	2	2	3	3	3	3	3	19
17	2	3	2	3	3	3	16	3	2	3	2	3	3	3	19
18	4	3	3	3	3	4	20	3	3	4	4	4	4	4	26
19	3	3	3	3	3	3	18	2	3	3	3	4	2	3	20
20	3	3	3	3	2	3	17	4	3	3	4	3	4	3	24
21	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
22	4	4	4	3	3	4	22	3	4	4	3	4	4	4	26
23	3	3	3	3	3	3	18	4	3	3	4	3	3	3	23
24	4	4	4	4	3	4	23	3	4	3	4	4	3	3	24
25	3	2	2	3	2	2	14	3	2	3	3	2	2	2	17
26	3	3	3	3	2	3	17	3	3	3	3	2	3	3	20
27	3	3	3	3	2	3	17	3	3	3	2	2	2	2	17
28	3	2	3	3	2	3	16	3	3	3	2	2	2	4	19
29	3	3	3	4	3	3	19	3	3	3	2	2	3	3	19
30	3	2	3	4	2	4	18	3	3	3	2	2	2	3	18
31	4	2	2	3	2	3	16	3	2	3	3	3	3	3	20
32	3	3	3	3	2	4	18	4	3	3	3	3	3	3	22
33	4	2	2	3	3	4	18	4	2	2	2	2	3	3	18

N	Kepuasan Kerja						Total	Stres Kerja							Total
	P1	P2	P3	P4	P5	P6		P1	P2	P3	P4	P5	P6	P7	
34	3	2	2	3	3	4	17	3	2	3	3	3	3	3	20
35	3	3	3	3	3	4	19	4	3	3	3	3	3	3	22
36	3	4	3	3	2	4	19	4	3	3	3	3	3	3	22
37	3	4	3	3	3	4	20	4	3	3	3	3	3	3	22
38	3	4	3	3	3	3	19	3	3	3	4	3	3	4	23
39	3	3	4	3	3	3	19	3	4	4	4	3	3	4	25
40	3	3	4	3	2	3	18	4	4	3	3	4	4	3	25
41	3	3	4	3	4	3	20	3	4	3	3	3	3	3	22
42	2	2	2	4	2	3	15	3	2	2	3	3	3	3	19
43	3	3	4	4	3	3	20	3	4	3	3	4	3	4	24
44	3	2	2	4	2	3	16	3	2	3	3	3	3	3	20
45	4	2	2	3	2	4	17	4	2	3	3	2	3	3	20
46	3	3	4	4	2	4	20	4	4	3	3	4	4	3	25
47	4	3	2	3	2	3	17	3	2	4	4	3	3	4	23
48	3	2	3	4	2	3	17	3	3	4	3	3	3	3	22
49	3	2	2	3	2	3	15	3	2	3	3	3	3	3	20
50	3	2	2	3	2	3	15	3	2	3	3	3	3	3	20
51	3	3	3	4	2	3	18	3	3	3	3	3	3	3	21
52	3	2	2	3	3	3	16	3	2	3	3	3	3	3	20
53	3	3	3	3	2	3	17	3	3	3	3	3	3	3	21
54	3	3	3	3	2	3	17	3	3	3	3	3	3	3	21
55	3	2	2	3	3	3	16	3	2	3	3	3	3	3	20
56	3	2	2	2	2	3	14	3	2	3	3	3	3	3	20
57	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
58	3	3	3	3	2	3	17	3	3	3	3	3	3	3	21
59	3	2	2	3	2	4	16	4	2	3	3	3	3	3	21
60	3	3	3	3	2	3	17	3	3	3	3	3	3	3	21
61	3	3	3	3	2	3	17	3	3	3	3	3	3	3	21
62	3	2	2	3	2	3	15	3	2	3	3	3	3	3	20
63	3	2	3	3	1	3	15	4	3	3	2	1	4	3	20
64	4	3	4	3	3	4	21	4	4	4	4	3	4	4	27
65	2	2	3	3	3	3	16	2	3	2	3	3	2	2	17
66	3	3	3	3	3	3	18	3	3	3	3	4	3	3	22
67	3	3	3	3	3	3	18	4	3	3	3	4	3	3	23

N	Kepuasan Kerja						Total	Stres Kerja							Total
	P1	P2	P3	P4	P5	P5		P1	P2	P3	P4	P5	P6	P7	
68	3	1	2	3	3	2	14	2	2	1	3	2	2	2	14
69	3	2	2	3	3	3	16	2	2	3	3	3	4	3	20
70	3	3	3	3	3	3	18	2	3	3	4	4	3	4	23
71	3	2	2	3	3	2	15	2	2	4	2	1	1	3	15
72	3	2	3	3	3	4	18	4	3	3	3	3	2	3	21
73	3	3	3	3	3	3	18	3	3	3	3	3	2	3	20
74	3	3	3	3	3	3	18	3	3	3	4	4	3	3	23
75	3	2	3	3	3	3	17	2	3	3	3	4	3	3	21
76	3	4	3	3	3	3	19	3	3	3	3	4	3	3	22
77	2	3	3	3	3	2	16	2	3	3	3	2	2	2	17
78	4	4	3	3	3	3	20	3	3	4	3	4	3	3	23
79	3	2	3	3	3	3	17	4	3	2	3	2	2	2	18
80	3	3	2	3	3	2	16	3	2	3	3	3	4	4	22
81	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
82	3	2	2	3	3	3	16	3	2	3	3	3	3	3	20
83	3	3	2	3	3	2	16	2	2	2	3	3	3	3	18
84	3	4	3	3	3	4	20	3	3	4	3	4	3	4	24
85	3	2	2	3	3	3	16	3	2	3	3	3	3	3	20
86	3	4	3	3	3	4	20	3	3	4	3	4	3	4	24
87	3	2	2	3	3	3	16	3	2	3	3	3	3	3	20
88	4	2	2	3	3	3	17	3	2	3	3	3	3	3	20
89	3	2	3	3	3	2	16	2	3	3	3	3	2	3	19
90	3	3	3	3	3	3	18	3	3	3	3	3	2	3	20
91	3	2	3	3	3	3	17	3	3	3	3	3	2	3	20
92	3	3	3	4	4	3	20	3	3	3	3	3	3	3	21
93	3	3	3	4	3	3	19	3	3	3	3	3	3	3	21
94	3	2	3	3	3	4	18	4	3	3	4	4	2	3	23
95	3	2	3	3	3	3	17	3	3	3	3	3	3	3	21
96	3	3	3	3	3	3	18	2	3	3	3	3	3	3	20
97	3	2	2	3	3	3	16	3	2	3	3	3	3	2	19
98	3	3	3	3	3	3	18	3	3	3	3	3	3	3	21
99	3	2	2	3	3	3	16	3	2	2	3	3	2	2	17
100	3	3	2	3	3	3	17	2	2	3	4	4	2	4	21

N	Komitmen Organisasional (Z)					Total	Turnover Intention (Y)							Total
	P1	P2	P3	P4	P5		P1	P2	P3	P4	P5	P6	P7	
1	2	2	2	3	3	12	3	1	3	4	3	3	3	20
2	2	3	2	4	3	14	4	4	4	3	4	3	4	26
3	3	3	2	3	3	14	3	3	3	3	3	3	3	21
4	4	3	3	2	2	14	3	3	3	3	3	3	3	21
5	3	3	3	3	3	15	3	3	3	3	3	3	3	21
6	4	4	3	4	3	18	3	3	3	3	3	2	3	20
7	4	3	3	2	1	13	3	2	3	3	3	2	3	19
8	3	3	3	2	2	13	3	3	3	3	3	3	3	21
9	3	3	3	2	2	13	4	3	4	3	3	3	4	24
10	3	2	3	3	3	14	3	3	3	3	3	3	3	21
11	3	2	3	2	2	12	3	2	3	3	3	2	3	19
12	4	3	3	1	4	15	3	3	3	4	4	4	3	24
13	3	2	3	3	3	14	3	3	3	3	3	3	3	21
14	3	2	3	3	3	14	3	3	3	3	3	3	3	21
15	2	3	3	2	2	12	3	3	3	3	3	4	3	22
16	3	3	3	3	3	15	3	3	3	3	2	2	3	19
17	3	3	2	3	3	14	3	2	3	3	3	3	3	20
18	4	4	3	3	3	17	2	4	2	3	4	3	2	20
19	2	3	3	3	3	14	3	3	3	3	3	2	3	20
20	4	3	4	3	3	17	3	4	3	2	3	4	3	22
21	3	3	3	3	3	15	3	3	3	3	3	3	3	21
22	4	4	4	3	3	18	3	4	3	3	4	3	3	23
23	3	3	3	2	3	14	4	4	4	3	3	4	4	26
24	3	3	3	3	3	15	4	4	4	3	4	3	4	26
25	2	2	2	3	3	12	3	2	3	3	3	3	3	20
26	3	3	3	2	3	14	3	3	3	3	3	3	3	21
27	3	3	3	3	3	15	3	3	3	2	3	3	3	20
28	3	3	3	4	3	16	3	3	3	3	3	3	3	21
29	3	2	2	3	4	14	3	3	3	4	3	3	3	22
30	3	3	3	3	3	15	3	3	3	3	3	3	3	21
31	3	3	3	3	3	15	3	3	3	2	3	3	3	20
32	3	3	3	2	3	14	3	3	3	2	4	4	3	22

N	Komitmen Organisasional (Z)					Total	Turnover Intention (Y)							Total
	P1	P2	P3	P4	P5		P1	P2	P3	P4	P5	P6	P7	
67	3	3	3	2	3	14	4	4	4	3	3	4	4	26
68	2	2	2	2	3	11	2	2	2	3	2	2	2	15
69	4	3	3	2	4	16	4	3	4	3	3	2	4	23
70	3	4	3	2	4	16	3	3	3	3	3	2	3	20
71	1	3	3	2	4	13	3	2	3	3	2	2	3	18
72	2	3	3	2	4	14	2	3	2	3	4	4	2	20
73	2	3	3	2	4	14	3	3	3	3	3	3	3	21
74	3	3	3	2	3	14	3	3	3	3	3	3	3	21
75	3	3	3	2	4	15	3	3	3	3	3	2	3	20
76	3	3	3	2	4	15	3	3	3	3	3	3	3	21
77	2	2	2	2	3	11	3	2	3	3	2	2	3	18
78	3	3	3	2	3	14	4	4	4	3	3	3	4	25
79	2	2	2	2	4	12	4	4	4	3	3	4	4	26
80	4	4	2	2	3	15	2	3	2	3	2	3	2	17
81	3	3	3	2	1	12	3	3	3	3	3	3	3	21
82	3	3	4	2	3	15	3	3	3	3	3	3	3	21
83	3	3	2	2	4	14	2	2	2	3	2	2	2	15
84	3	4	3	2	3	15	4	3	4	3	4	3	4	25
85	3	3	3	2	3	14	3	3	3	3	3	3	3	21
86	3	4	3	2	3	15	4	3	4	3	4	3	4	25
87	3	3	3	2	4	15	3	3	3	3	3	3	3	21
88	3	3	3	2	4	15	3	3	3	3	3	3	3	21
89	2	3	3	2	4	14	3	3	3	3	2	2	3	19
90	2	3	3	2	3	13	3	3	3	3	3	3	3	21
91	2	3	3	2	3	13	3	3	3	3	3	3	3	21
92	3	3	3	2	4	15	3	3	3	4	3	3	3	22
93	3	3	3	3	4	16	3	3	3	3	3	3	3	21
94	2	3	3	3	4	15	3	3	3	3	4	4	3	23
95	3	3	3	2	3	14	3	3	3	3	3	3	3	21
96	3	3	3	2	4	15	2	3	2	3	3	2	2	17
97	3	2	2	2	3	12	3	3	3	3	3	3	3	21
98	3	3	3	2	3	14	3	3	3	3	3	3	3	21
99	2	2	3	2	3	12	3	3	3	3	3	3	3	21
100	2	4	3	2	4	15	3	4	3	3	3	2	3	21

LAMPIRAN 7. ANALISIS JALUR

Persamaan Substruktural 1 Pengaruh Kepuasan Kerja dan Stres Kerja Terhadap Komitmen Organisasional

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Stres Kerja, Kepuasan Kerja ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: Komittmen Organisasional

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,554 ^a	,307	,293	1,20770

a. Predictors: (Constant), Stres Kerja, Kepuasan Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	62,713	2	31,356	21,499	,000 ^a
	Residual	141,477	97	1,459		
	Total	204,190	99			

a. Predictors: (Constant), Stres Kerja, Kepuasan Kerja

b. Dependent Variable: Komitmen Organisasional

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6,569	1,206		5,445	,000
	Kepuasan Kerja	,233	,082	,303	2,837	,006
	Stres Kerja	,186	,063	,314	2,932	,004

a. Dependent Variable: Komitmen Organisasional

Persamaan Substruktural 2 Pengaruh Kepuasan Kerja, Stres Kerja dan Komitmen Organisasional terhadap *Turnover Intention*

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	Komitmen Organisasional, Kepuasan Kerja, Stres Kerja	.	Enter

- a. All requested variables entered.
 b. Dependent Variable: Turnover Intentions

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,682 ^a	,465	,448	1,73346

- a. Predictors: (Constant), Komittmen Organisasional, Kepuasan Kerja, Stres Kerja

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	250,532	3	83,511	27,792	,000 ^a
	Residual	288,468	96	3,005		
	Total	539,000	99			

- a. Predictors: (Constant), Komittmen Organisasional, Kepuasan Kerja, Stres Kerja
 b. Dependent Variable: Turnover Intentions

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7,617	1,751		4,350	,000
	Kepuasan Kerja	,254	,118	,204	2,151	,034
	Stres Kerja	,196	,095	,204	2,075	,041
	Komittmen Organisasional	1,719	,307	,454	5,600	,000

a. Dependent Variable: Turnover Intention