

LAMPIRAN 1.11
ANALISIS JALUR TAHAP 1

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .427 ^a | .183 | .171 | .24367 |

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

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 1.803 | 2 | .901 | 15.183 | .000 ^b |
| | Residual | 8.075 | 136 | .059 | | |
| | Total | 9.878 | 138 | | | |

a. Dependent Variable: Kepuasan Kerja

b. Predictors: (Constant), Lingkungan Kerja, Stres Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 2.834 | .195 | | 14.509 | .000 |
| | Stres Kerja | -.135 | .047 | -.224 | -2.874 | .005 |
| | Lingkungan Kerja | .231 | .052 | .346 | 4.446 | .000 |

a. Dependent Variable: Kepuasan Kerja

LAMPIRAN 1.12
ANALISIS JALUR TAHAP 2

Model Summary

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .452 ^a | .205 | .187 | .59210 |

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

ANOVA^a

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|-----|-------------|--------|-------------------|
| 1 | Regression | 12.177 | 3 | 4.059 | 11.578 | .000 ^b |
| | Residual | 47.328 | 135 | .351 | | |
| | Total | 59.505 | 138 | | | |

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Kepuasan Kerja, Stres Kerja, Lingkungan Kerja

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|------------------|-----------------------------|------------|---------------------------|-------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | .254 | .758 | | .335 | .738 |
| | Stres Kerja | .601 | .118 | .405 | 5.108 | .000 |
| | Lingkungan Kerja | .390 | .135 | .238 | 2.890 | .004 |
| | Kepuasan Kerja | .021 | .208 | .008 | .099 | .921 |

a. Dependent Variable: Turnover Intention