#### LAMPIRAN 1

Universitas Esa Unggul

**Program S-1 Fakultas Ekonomi Dan Bisnis** 

Program Studi Manajemen Kebon Jeruk Jakarta Barat

#### **KUESIONER PENELITIAN**

#### Responden Yth.

Saya Dellia Fitri Annisa, seorang mahasiswa tingkat akhir di Universitas Esa Unggul, Jakarta Barat.

Fakultas Ekonomi dan Bisnis Program Studi Manajemen. Saya sedang melakukan penelitian mengenai Pengaruh Kompensasi, Komitmen Organisasi, dan Budaya Organisasi Terhadap Labour Turnover Melalui Kepuasan Karyawan Pada PT Bangun Papan Idaman (Studi kasus Di Cabang Apartemen Metro Park Residence dan Apartemen Green Bay Jakarta Periode 2017)"dalam rangka menyusun tugas akhir. Maka dari itu saya meminta kesediaan saudara/i untuk pengisian kuesioner ini. Semua jawaban benar, tidak ada jawaban yang salah.

Terima kasih atas bantuan dan kerjasamanya.

Atas kesediaan dan partisipasi saudara/i, saya ucapkan terima kasih.

Hormat Saya,

Dellia Fitri Annisa

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#### PETUNJUK PENGISIAN

- 1. Jawablah setiap pernyataan sesuai dengan pendapat Anda.
- 2. Pilihlah jawaban dengan memberi tanda silang (X) pada salah satu jawaban yang paling sesuai menurut Anda.
- 3. Adapun makna dari tanda tersebut adalah sebagai berikut:

STS : Sangat Tidak Setuju / Sangat Tidak Sesuai (1)

TS : Tidak Setuju / Tidak Sesuai (2)

S : Setuju / Sesuai (3)

SS : Sangat Setuju / Sangat Sesuai (4)

#### **IDENTITAS RESPONDEN**

Nomor responden : \_\_\_\_ (diisi oleh peneliti)

- 1. Jenis Kelamin : ( ) Laki-Laki ( ) Perempuan
- 2. Usia : ( ) 18-20 Tahun ( ) 31-40 Tahun

( ) 21-30 Tahun ( ) > 40 Tahun

- 3. Lama Kerja : ( ) 1-3 Tahun ( ) > 3 Tahun
- 4. Status : ( ) Belum Menikah

( ) Sudah Menikah

5. Pendidikan : ( ) SD ( ) SMP

( ) SMA

6. Unit : ( ) Apartemen Metro Park Residence

( ) Apartemen Green Bay Pliut

\*) Berilah tanda centang  $(\sqrt{\ })$  pada pilihan diatas

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No	Pernyataan	1	2	3	4
Kon	npensasi	STS	TS	S	SS
1.	Gaji yang diterima sesuai harapan				
2.	Bonus yang diberikan perusahaan sesuai harapan				
3.	Tunjangan hari raya yang diterima sesuai setiap tahunnya				
4.	Mendapatkan jaminan kesehatan dari perusahaan Anda				
5.	Di perushaan Anda mengadakan rekreasi untuk karyawan				
6.	Di perusahaan Anda dilengkapi dengan perlatan yang memadai				
7.	Perusahaan tempat Anda bekerja memberikan peluang kepada karyawan untuk promosi jabatan lebih tinggi				
8.	Anda bangga dengan perusahaan tempat Anda bekerja sekarang				
9.	Perusahaan tempat saya bekerja memberikan kepercayaan kepada karyawan untuk mempertanggung jawabkan tugasnya				
10.	Saya merasa me <mark>miliki</mark> kewajiban untuk memajukan perusahaan				
Kon	nitmen Organisasi				
1.	Saya akan merasa sangat berbahagia menghabiskan sisa karir saya di perusahaan in				
2.	Saya merasa masalah yang terjadi di perusahaan menjadi permasalahan saya juga				
3.	Saya merasa menjadi bagian keluarga pada perusahaan ini.				
4.	Saya merasa perusahaan ini telah banyak berjasa bagi hidup saya.				
5.	Saya merasa belum memberikan banyak kontribusi bagi perusahaan ini.				
6.	Perusahaan ini layak mendapatkan kesetiaan dari saya.				
7.	Saya sulit meninggalkan perusahaan ini karena takut tidak mendapatkan kesempatan kerja ditempat lain.				
8.	Akan terlalu merugikan bagi saya untuk meninggalkan perusahaan ini				
9.	Sulit mendapatkan pekerjaan dengan penghasilan yang bagus seperti pekerjaan saya sekarang				

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Bud	aya Organisasi		
1.	Atasan langsung mendorong saya untuk		
	melakukan gagas <mark>an baru</mark> dalam pekerjaan		
2.	Atasan langsung memberi saya kebebasan dalam		
	bertindak untuk mengambil keputusan		
3.	Atasan saya langsung mendorong saya untuk meningkatakan kreativitas agar pekerjaan dapat		U
	diselesaikan dengan cepat		
4.	Ketelitian dalam pekerjaan sangat diperlukan		
5.			
<i>3</i> .	Saya sangat berhati-hati dalam bekerja		
6.	Tanggung jawab dalam pekerjaan sangat		
	diperlukan		
7.	Dalam melaksanakan pekerjaan, saya melakukan koordinasi antar unit		
	Dalam melaksanakan pekerjaan, saya melakukan		
8.	koordinasi dengan rekan kerja		
9.	Dalam menyelesaikan pekerjaan, saya		
9.	melakukan sesuai dengan prosedur perusahaan		
10.	Atasan langsung memberikan arahan yang jelas		
10.	mengenai pekerjaan yang harus saya lakukan		
10	Perusahaan memberikan fasilitas dalam		
13.	menunjang peny <mark>elesai</mark> an pekerjaan secara		
	optimal		
14.	Atasan langsung memberi solusi jika saya		
	menemukan kendala d <mark>alam melakuka</mark> n pekerjaan		
Labo	our Turnover Application		U
1	Saya mulai memikirkan tentang masa depan		
1.	saya, dan mulai berfikir untuk mencari pekerjaan		
	lain		
2.	Berfikir bahwa meninggalkan pekerjaan saya ini		
	adalah keputusan yang tepat		
3.	Keinginan untuk pindah timbul karena		
	tersedianya kesempatan di perusahaan yang lain		
Kep	uasan Karyawan		
1.	Saya puas dengan gaji yang saya dapatkan sesuai		
	dengan hasil kerja saya		
2.	Saya puas dengan bonus yang saya dapatkan		
	sesuai dengan hasil kerja saya		
3.	Saya puas dengan kesempatan untuk belajar hal-		
	hal baru dalam pekerjaan saya		
4.	Saya puas perus <mark>ahaan</mark> memberikan kesempatan bekerja sesuai dengan kemampuan saya		
	ockerja sesuai dengan kemampuan saya		

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5.	Saya puas mem <mark>bantu</mark> pekerjaan rekan kerja sa <mark>y</mark> a		
6.	Saya puas dengan rekan kerja yang saling		
	bekerja sama		
_	Saya puas dengan pimpinan yang selalu		
7.	memberikan pengarahan kepada karyawan dalam		
	setiap pekerjaan		
8.	Saya puas dengan cara atasan saya menangani		
	bawahannya		
9.	Saya puas dengan penghargaan kinerja pekerjaan		
	yang diberikan perusahaan		
	Saya puas dengan promosi yang dilakukan		
10.	perusahaan memotivasi karyawan untuk lebih		
	berkembang dan maju		
11.	Saya puas fasilitas yang disediakan oleh		
,	perusahaan lengkap dan layak pakai		
12.	Saya puas lingkungan pekerjaan mendukung		
	saya dalam bekerja		

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### LAMPIRAN 3 : UJI VALIDITAS

X X X Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z Z												
K1.1 X1.2		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
2.7	Pearson Correlation	-	.224	.376*	302	.408*	.157	.436	.155	.397*	.464	607.
X1.2	Sig. (2-tailed)		.234	.041	104	.025	407	.016	.413	.030	.010	000
X1.2	Z	30	30	30	30	30	30	30	30	30	30	30
	Pearson Correlation	.224	-	710.	205.	.398*	.464	.222	.346	.049	.218	.643
	Sig. (2-tailed)	.234		.928	.004	.029	.010	.239	.061	797.	.247	000
	z	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.376	.017	\ \	.186	.222	011	.256	.253	050	.193	.445
	Sig. (2-tailed)	.041	.928	Y	.325	.239	.952	.172	.178	791	306	.014
	z	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	302	205	.186	-	.101	.312	174	.408	.462	.110	.647**
	Sig. (2-tailed)	104	.004	.325		594	0.094	.359	.025	010.	.563	000
	Z	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.408	.398	222	101.	-	.380	.048	720.	129	104	.540**
	Sig. (2-tailed)	.025	.029	0.239	594		680.	.800	989.	498	585.	.002
	z	30	30	30	30	30	30	30	30	30	30	30
×1.6	Pearson Correlation	157	.464	011	.312	.380	-	.073	.301	.130	.209	.540**
	Sig. (2-tailed)	.407	010	.952	.094	039		.701	.106	495	.267	.002
	z	30	30	30	30	30	30	30	30	30	30	30
X1.7	Pearson Correlation	.436	.222	.256	.174	.048	.073	-	.129	.175		.530
	Sig. (2-tailed)	910.	.239	172	.359	.800	.701		496	356	000	.003
	z	30	30	30	30	30	30	30	30	30	30	30
X1.8	Pearson Correlation	.155	.346	.253	.408	720	301	129	-	000	.023	.491
	Sig. (2-tailed)	.413	.061	178	.025	989.	.106	.496		1.000	904	900.
	Z	30	30	30	30	30	30	30	30	30	30	30
×1.9	Pearson Correlation	.397*	.049	090	.462	.129	.130	175	000	-	.303	.476"*
	Sig. (2-tailed)	.030	797.	.791	.010	.498	.495	356	1.000		.104	800.
	Z	30	30	30	30	30	30	30	30	30	30	30
X1.10	Pearson Correlation	.464	.218	.193	.110	104	.209		.023	.303	-	.545"
	Sig. (2-tailed)	010.	.247	306	.563	585	.267	000	.904	.104		.002
	Z	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	607.	.643**	.445*	.647**	.540**	.540**	230	.491***	.476	.545**	-
	Sig. (2-tailed)	000	000	.014	000	.002	.002	.003	900.	800.	.002	
	Z	30	30	30	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).

X1.1

# B. Uji Validitas Komitmen Organisasi (X2)

^	lations
Corre	iations

					orrelation	113					
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	TOTAL
X2.1	Pearson Correlation	1	.460	.204	.229	.385	.062	.521**	.190	.043	.615**
	Sig. (2-tailed)		.011	.281	.224	.036	.743	.003	.315	.823	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.460	C 1	.339	.488**	.561**	.249	.401*	.254	.189	.779**
	Sig. (2-tailed)	.011		.067	.006	.001	.185	.028	.176	.318	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.204	.339	1	.325	.058	021	.359	.340	.199	.524**
	Sig. (2-tailed)	.281	.067		.079	.760	.912	.051	.066	.291	.003
	N	30	30	30	30	30	30	30	30	30	30
X2.4	Pearson Correlation	.229	.488**	.325	1	.182	.228	.287	.095	.315	.582**
	Sig. (2-tailed)	.224	.006	.079		.336	.226	.124	.619	.090	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.5	Pearson Correlation	.385	.561**	.058	.182	1	.443*	.130	.416	.090	.664**
	Sig. (2-tailed)	.036	.001	.760	.336		.014	.495	.022	.635	.000
	N	30	30	30	30	30	30	30	30	30	30
X2.6	Pearson Correlation	.062	.249	021	.228	.443	1	172	.217	035	.395
	Sig. (2-tailed)	.743	.185	.912	.226	.014		.364	.250	.856	.031
	N	30	30	30	30	30	30	30	30	30	30
X2.7	Pearson Correlation	.521**	.401*	.359	.287	.130	172	1	.293	.261	.577**
	Sig. (2-tailed)	.003	.028	.051	.124	.495	.364		.117	.163	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.8	Pearson Correlation	.190	.254	.340	.095	.416	.217	.293	1	.297	.592**
	Sig. (2-tailed)	.315	.176	.066	.619	.022	.250	.117		.111	.001
	N	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.043	.189	.199	.315	.090	035	.261	.297	1	.435
	Sig. (2-tailed)	.823	.318	.291	.090	.635	.856	.163	.111		.016
	N	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.615**	.779**	.524**	.582**	.664**	.395*	.577**	.592**	.435*	1
	Sig. (2-tailed)	.000	.000	.003	.001	.000	.031	.001	.001	.016	
	N	30	30	30	30	30	30	30	30	30	30

<sup>\*.</sup> Correlation is significant at the 0.05 level (2-tailed).

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<sup>\*\*.</sup> Correlation is significant at the 0.01 level (2-tailed).

# C. Uji Validitas Budaya Organisasi (X3)

					Correlat	ions							
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	X3.11	X3.12	TOTAL
Pearson Correlation	1	.280	.219	.257	.040	.397	.185	.063	.304	.305	.294	.255	.576**
Sig. (2-tailed)		.134	.245	.170	.835	.030	.329	.740	.102	.101	.115	.174	.001
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.280	1	.323	.251	.231	.571**	.282	.522**	.407*	.154	.173	.225	.677**
Sig. (2-tailed)	.134		.082	.180	.220	.001	.131	.003	.026	.418	.360	.232	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.219	.323	1	.372	.113	.242	.430	040	.190	.056	.168	.286	.536**
Sig. (2-tailed)	.245	.082		.043	.552	.198	.018	.833	.314	.770	.376	.126	.002
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.257	.251	.372	1	.309	.455	.144	.113	.380	.122	.354	.041	.573**
Sig. (2-tailed)	.170	.180	.043		.097	.012	.449	.551	.039	.520	.055	.829	.001
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.040	.231	.113	.309	1	.351	.017	.175	.293	057	.125	.072	.399
Sig. (2-tailed)	.835	.220	.552	.097		.057	.928	.355	.116	.763	.509	.706	.029
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.397	.571**	.242	.455	.351	1	.212	.541**	.477**	.127	.322	.113	.735**
Sig. (2-tailed)	.030	.001	.198	.012	.057		.260	.002	.008	.504	.083	.554	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.185	.282	.430	.144	.017	.212	1	.203	.341	031	212	074	.382
Sig. (2-tailed)	.329	.131	.018	.449	.928	.260		.281	.065	.869	.260	.697	.037
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.063	.522**	040	.113	.175	.541	.203	1	.234	089	.178	047	.423
Sig. (2-tailed)	.740	.003	.833	.551	.355	.002	.281		.213	.640	.345	.806	.020
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.304	.407	.190	.380	.293	.477**	.341	.234	1	.382	.145	.129	.646**
Sig. (2-tailed)	.102	.026	.314	.039	.116	.008	.065	.213		.037	.444	.497	.000
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.305	.154	.056	.122	057	.127	031	089	.382	1	.268	.642	.482**
Sig. (2-tailed)	.101	.418	.770	.520	.763	.504	.869	.640	.037		.152	.000	.007
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.294	.173	.168	.354	.125	.322	212	.178	.145	.268	1	.154	.458
Sig. (2-tailed)	.115	.360	.376	.055	.509	.083	.260	.345	.444	.152		.415	.011
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.255	.225	.286	.041	.072	.113	074	047	.129	.642	.154	1	.493**
Sig. (2-tailed)	.174	.232	.126	.829	.706	.554	.697	.806	.497	.000	.415		.006
N	30	30	30	30	30	30	30	30	30	30	30	30	30
Pearson Correlation	.576**	.677**	.536	.573**	.399	.735**	.382	.423	.646**	.482	.458	.493	1
Sig. (2-tailed)	.001	.000	.002	.001	.029	.000	.037	.020	.000	.007	.011	.006	
	Sig. (2-tailed) N Pearson Correlation	Pearson Correlation   1	Pearson Correlation         1         .280           Sig. (2-tailed)         .134         .134           N         30         30           Pearson Correlation         .280         1           Sig. (2-tailed)         .134         .323           Sig. (2-tailed)         .245         .082           N         30         30           Pearson Correlation         .257         .251           Sig. (2-tailed)         .170         .180           N         30         30           Pearson Correlation         .040         .231           Sig. (2-tailed)         .835         .220           N         30         30           Pearson Correlation         .397         .571"           Sig. (2-tailed)         .030         .001           N         30         30           Pearson Correlation         .185         .282           Sig. (2-tailed)         .329         .131           N         30         30           Pearson Correlation         .063         .522"           Sig. (2-tailed)         .740         .003           N         30         30           Pearson Corre	Pearson Correlation         1         .280         .219           Sig. (2-tailed)         .134         .245           N         30         30         30           Pearson Correlation         .280         1         .323           Sig. (2-tailed)         .134         .082           N         30         30         30           Pearson Correlation         .219         .323         1           Sig. (2-tailed)         .245         .082           N         30         30         30           Pearson Correlation         .257         .251         .372*           Sig. (2-tailed)         .170         .180         .043           N         30         30         30           Pearson Correlation         .040         .231         .113           Sig. (2-tailed)         .935         .220         .552           N         30         30         30           Pearson Correlation         .397*         .571**         .242           Sig. (2-tailed)         .332         .131         .018           N         30         30         30           Pearson Correlation         .063         .522**<	Pearson Correlation         1         .280         .219         .257           Sig. (2-tailed)         .134         .245         .170           N         30         30         30         30           Pearson Correlation         .280         1         .323         .251           Sig. (2-tailed)         .134         .082         .180           N         30         30         30         30           Pearson Correlation         .219         .323         1         .372°           Sig. (2-tailed)         .245         .082         .043           N         30         30         30         30           Pearson Correlation         .257         .251         .372°         1           Sig. (2-tailed)         .170         .180         .043         .043           N         30         30         30         30           Pearson Correlation         .040         .231         .113         .309           Sig. (2-tailed)         .835         .220         .552         .097           N         30         30         30         30           Pearson Correlation         .397°         .571°         .242 </td <td>K3.1         X3.2         X3.3         X3.4         X3.5           Pearson Correlation         1         .280         .219         .257         .040           Sig. (2-tailed)         .134         .245         .170         .835           N         30         30         30         30           Pearson Correlation         .280         1         .323         .251         .231           N         30         30         30         30         30           Pearson Correlation         .219         .323         1         .372*         .113           Sig. (2-tailed)         .245         .082         .043         .552           N         30         30         30         30           Pearson Correlation         .257         .251         .372*         1         .309           Sig. (2-tailed)         .170         .180         .043         .097         .097           N         30         30         30         30         30         30           Sig. (2-tailed)         .835         .220         .552         .097         .097           N         30         30         30         30         30<td>  Pearson Correlation</td><td>X3.1         X3.2         X3.3         X3.4         X3.5         X3.6         X3.7           Pearson Correlation         1         280         .219         .257         .040         .397*         .185           Sig. (2-tailed)         .134         .245         .170         .835         .030         .30           N         30         30         30         30         30         30         30           Pearson Correlation         .280         1         .323         .251         .231         .571**         .282           Sig. (2-tailed)         .134         .082         .180         .220         .001         .131           N         30         30         30         30         30         30         30           Sig. (2-tailed)         .245         .082         .043         .552         .198         .018           N         30         30         30         30         30         30         30         30           Sig. (2-tailed)         .170         .180         .043         .097         .012         .449           N         30         30         30         30         30         30         30<td>Pearson Correlation         1         280         219         257         .040         .397'         185         .063           Sig. (2-tailed)         134         245         170         835         .030         .329         .740           N         30</td><td>  Pearson Correlation</td><td>  Pearson Correlation   1   280   219   257   040   397   185   063   304   305    </td><td>  Passon Correlation</td><td>  Passon Correlation</td></td></td>	K3.1         X3.2         X3.3         X3.4         X3.5           Pearson Correlation         1         .280         .219         .257         .040           Sig. (2-tailed)         .134         .245         .170         .835           N         30         30         30         30           Pearson Correlation         .280         1         .323         .251         .231           N         30         30         30         30         30           Pearson Correlation         .219         .323         1         .372*         .113           Sig. (2-tailed)         .245         .082         .043         .552           N         30         30         30         30           Pearson Correlation         .257         .251         .372*         1         .309           Sig. (2-tailed)         .170         .180         .043         .097         .097           N         30         30         30         30         30         30           Sig. (2-tailed)         .835         .220         .552         .097         .097           N         30         30         30         30         30 <td>  Pearson Correlation</td> <td>X3.1         X3.2         X3.3         X3.4         X3.5         X3.6         X3.7           Pearson Correlation         1         280         .219         .257         .040         .397*         .185           Sig. (2-tailed)         .134         .245         .170         .835         .030         .30           N         30         30         30         30         30         30         30           Pearson Correlation         .280         1         .323         .251         .231         .571**         .282           Sig. (2-tailed)         .134         .082         .180         .220         .001         .131           N         30         30         30         30         30         30         30           Sig. (2-tailed)         .245         .082         .043         .552         .198         .018           N         30         30         30         30         30         30         30         30           Sig. (2-tailed)         .170         .180         .043         .097         .012         .449           N         30         30         30         30         30         30         30<td>Pearson Correlation         1         280         219         257         .040         .397'         185         .063           Sig. (2-tailed)         134         245         170         835         .030         .329         .740           N         30</td><td>  Pearson Correlation</td><td>  Pearson Correlation   1   280   219   257   040   397   185   063   304   305    </td><td>  Passon Correlation</td><td>  Passon Correlation</td></td>	Pearson Correlation	X3.1         X3.2         X3.3         X3.4         X3.5         X3.6         X3.7           Pearson Correlation         1         280         .219         .257         .040         .397*         .185           Sig. (2-tailed)         .134         .245         .170         .835         .030         .30           N         30         30         30         30         30         30         30           Pearson Correlation         .280         1         .323         .251         .231         .571**         .282           Sig. (2-tailed)         .134         .082         .180         .220         .001         .131           N         30         30         30         30         30         30         30           Sig. (2-tailed)         .245         .082         .043         .552         .198         .018           N         30         30         30         30         30         30         30         30           Sig. (2-tailed)         .170         .180         .043         .097         .012         .449           N         30         30         30         30         30         30         30 <td>Pearson Correlation         1         280         219         257         .040         .397'         185         .063           Sig. (2-tailed)         134         245         170         835         .030         .329         .740           N         30</td> <td>  Pearson Correlation</td> <td>  Pearson Correlation   1   280   219   257   040   397   185   063   304   305    </td> <td>  Passon Correlation</td> <td>  Passon Correlation</td>	Pearson Correlation         1         280         219         257         .040         .397'         185         .063           Sig. (2-tailed)         134         245         170         835         .030         .329         .740           N         30	Pearson Correlation	Pearson Correlation   1   280   219   257   040   397   185   063   304   305	Passon Correlation	Passon Correlation



<sup>\*.</sup> Correlation is significant at the 0.05 level (2-tailed).

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

# D. Uji Validitas Kepuas<mark>an</mark> Karyawan (Z)

Corre	

						Correlati	Ulis							
		Z1	Z2	Z3	Z4	Z5	Z6	Z7	Z8	Z9	Z10	Z11	Z12	TOTAL
Z1	Pearson Correlation	1	.349	.023	.000	100	.474	.242	.000	.211	.133	.128	.180	.414
	Sig. (2-tailed)		.059	.905	1.000	.598	.008	.197	1.000	.263	.484	.501	.341	.023
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z2	Pearson Correlation	.349	1	.262	.095	.186	.486	010	.165	.282	.165	.009	.264	.527**
	Sig. (2-tailed)	.059		.162	.618	.324	.007	.958	.384	.132	.385	.963	.159	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z3	Pearson Correlation	.023	.262	1	.149	.270	.379	.185	.214	.285	.175	.459"	.308	.624**
	Sig. (2-tailed)	.905	.162		.431	.149	.039	.327	.256	.127	.355	.011	.098	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z4	Pearson Correlation	.000	.095	.149	1	.016	.307	.070	.244	.185	.259	.131	.018	.378
	Sig. (2-tailed)	1.000	.618	.431		.935	.099	.712	.193	.326	.167	.489	.926	.040
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z5	Pearson Correlation	100	.186	.270	.016	1	.200	.089	.332	.030	041	.066	.343	.431
	Sig. (2-tailed)	.598	.324	.149	.935		.289	.641	.073	.876	.832	.727	.064	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z6	Pearson Correlation	.474**	.486**	.379	.307	.200	1	.151	.362"	.177	.275	.382	.525**	.689**
	Sig. (2-tailed)	.008	.007	.039	.099	.289		.427	.050	.351	.141	.037	.003	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z7	Pearson Correlation	.242	010	.185	.070	.089	.151	1	.059	071	047	031	.327	.387
	Sig. (2-tailed)	.197	.958	.327	.712	.641	.427		.759	.710	.803	.869	.078	.035
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z8	Pearson Correlation	.000	.165	.214	.244	.332	.362	.059	1	.322	.310	.317	.340	.529**
	Sig. (2-tailed)	1.000	.384	.256	.193	.073	.050	.759		.083	.095	.088	.066	.003
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z9	Pearson Correlation	.211	.282	.285	.185	.030	.177	071	.322	1	.322	.095	.072	.516**
	Sig. (2-tailed)	.263	.132	.127	.326	.876	.351	.710	.083		.083	.618	.707	.004
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z10	Pearson Correlation	.133	.165	.175	.259	041	.275	047	.310	.322	1	.332	021	.420
	Sig. (2-tailed)	.484	.385	.355	.167	.832	.141	.803	.095	.083		.073	.914	.021
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z11	Pearson Correlation	.128	.009	.459	.131	.066	.382"	031	.317	.095	.332	1	.142	.398
	Sig. (2-tailed)	.501	.963	.011	.489	.727	.037	.869	.088	.618	.073		.455	.029
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
Z12	Pearson Correlation	.180	.264	.308	.018	.343	.525	.327	.340	.072	021	.142	1	.603**
	Sig. (2-tailed)	.341	.159	.098	.926	.064	.003	.078	.066	.707	.914	.455		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.414	.527**	.624	.378	.431	.689**	.387*	.529**	.516**	.420*	.398	.603**	1
	Sig. (2-tailed)	.023	.003	.000	.040	.018	.000	.035	.003	.004	.021	.029	.000	
	N	30	30	30	30	30	30	30	30	30	30	30	30	30



<sup>\*\*.</sup> Correlation is significant at the 0.01 level (2-tailed).

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

## E. Uji Validitas Labour Turnover (Y)

### Correlations

		Y1	Y2	Y3	TOTAL
Y1	Pearson Correlation	1	.267	.449*	.763**
	Sig. (2-tailed)	i a <u>s</u>	.153	.013	.000
	N	30	30	30	30
Y2	Pearson Correlation	.267	1	.377*	.737**
	Sig. (2-tailed)	.153		.040	.000
	N	30	30	30	30
Y3	Pearson Correlation	.449*	.377*	1	.776**
	Sig. (2-tailed)	.013	.040		.000
	N	30	30	30	30
TOTAL	Pearson Correlation	.763**	.737**	.776**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	30	30	30	30

<sup>\*.</sup> Correlation is significant at the 0.05 level (2-tailed).

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<sup>\*\*.</sup> Correlation is significant at the 0.01 level (2-tailed).

### LAMPIRAN 4 : UJI RELIABILITAS

#### Item-Total Statistics

ltem-Tota <mark>l Statis</mark> tics								
		Scale	Corrected	Cronbach's				
	Scale Mean if Item Deleted	Variance if Item Deleted	Item-Total Correlation	Alpha if Item Deleted				
374.4								
X1.1	120.93	86.271	.120	.641				
X1.2	121.20	86.441	.104	.643				
X1.3	120.93	92.064	242	.662				
X1.4	120.97	89.895	088	.652				
X1.5	120.90	88.438	.004	.649				
X1.6	120.47	90.326	114	.657				
X1.7	121.00	82.759	.530	.619				
X1.8	120.93	94.340	366	.672				
X1.9	120.83	88.144	.024	.648				
X1.10	120.70	83.666	.481	.623				
X2.1	120.87	92.602	238	.667				
X2.2	120.57	91.633	213	.660				
X2.3	120.97	87.275	.133	.640				
X2.4	120.80	86.717	.157	.639				
X2.5	120.70	88.355	.029	.646				
X2.6	120.67	89.540	063	.652				
X2.7	120.70	94.079	374	.670				
X2.8	120.80	90.717	141	.657				
X2.9	120.80	88.234	.039	.645				
X3.1	121.47	85.430	.203	.636				
X3.2	121.27	83.237	.351	.625				
X3.3	121.03	8 <mark>4.447</mark>	.292	.630				
X3.4	120.83	82. <mark>489</mark>	.533	.618				
X3.5	120.63	81.2 <mark>06</mark>	.544	.614				
X3.6	120.93	80.064	.621	.608				
X3.7	120.87	79.637	.531	.609				
X3.8	120.77	84.185	.337	.628				
X3.9	120.97	81.826	.618	.615				
X3.10	121.23	86.530	.211	.637				
X3.11	120.93	86.064	.165	.638				
X3.12	121.07	82.478	.384	.622				
Z1	121.13	85.775	.103	.644				
Z2	121.00	84.690	.298	.630				
Z3	120.83	83.454	.231	.632				
Z4	120.93	83.375	.252	.631				
Z5	120.73	84.340	.252	.632				
Z6	120.97	85.895	.190	.637				
Z7	120.87	83.361	.282	.629				
Z8	120.80	87.752	.019	.651				
Z9	120.53	86.120	.145	.640				
Z10	120.90	78.507	.415	.613				
Z11	121.13	81.085	.363	.621				
Z12	120.67	83.747	.254	.631				
Y1	120.40	86.179	.108	.643				
Y2	120.27	87.099	.058	.647				
Y3	120.10	88.369	.007	.649				
	120.10	30.003	.007	.0.10				

#### Case Processing Summary

		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

Listwise deletion based on all variables in the procedure.

## Reliability Statistics

Cronbach's Alpha	N of Items
.644	46

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## LAMPIRAN 5 : ANAL<mark>IS</mark>IS JALUR (*PATH ANALYSIS*)

### A. Tahap I

### Variables Entered/Removeda

Model	Variables Entered	Variables Removed	Method
1	X3, X1, X2 <sup>b</sup>		Enter

- a. Dependent Variable: Z
- b. All requested variables entered.

#### **Model Summary**

Model	del R RSqua		Adjusted R Square	Std. Error of the Estimate		
1	.821 <sup>a</sup>	.674	.659	3.210		

a. Predictors: (Constant), X3, X1, X2

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

Model		Ĭ	Sum of Squares	df	Mean Squ	ıare F	Sig.
1	Regression		1446.057	3	482.	019 46.785	.000 <sup>b</sup>
	Residual		700.596	68	10.	303	
	Total		2146.653	71			

- a. Dependent Variable: Z
- b. Predictors: (Constant), X3, X1, X2

## Coefficients<sup>a</sup>

		Unstandardize	Unstandardized Coefficients				
Model		В	B Std. Error			t	Sig.
1	(Constant)	15.936	5.529			2.882	.005
	X1	213	.096		161	-2.210	.030
	X2	247	.110		169	-2.241	.028
	Х3	.903	.086		.753	10.444	.000

a. Dependent Variable: Z

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## B. Tahap II

## Variables Ent<mark>ered/</mark>Removed<sup>a</sup>

Model	Variables Entered	Variables Removed	Method
1	Z, X1, X2, X3 <sup>b</sup>		Enter

- a. Dependent Variable: Y
- b. All requested variables entered.

### Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.650ª	.422	.388	1.641

a. Predictors: (Constant), Z, X1, X2, X3

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

Model		Sum Squa		df		Mear	n Squ	are	F		Sig.
1	Regression	13	1.984		4		32.	996	12.2	51	.000 <sup>b</sup>
	Residual	18	0.460	6	7		2.0	693			
	Total	31	2.444	7	1						

- a. Dependent Variable: Y
- b. Predictors: (Constant), Z, X1, X2, X3

## Coefficientsa

		Unstandardize	ed Coefficients	Standardized Coefficients		
Model		В	Std. Error	Beta	t	Sig.
1	(Constant)	4.406	2.995		1.471	.146
	X1	104	.051	207	-2.045	.045
	X2	.260	.058	.468	4.461	.000
	Х3	.246	.071	.538	3.450	.001
	Z	190	.062	499	-3.072	.003

a. Dependent Variable: Y

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