

LAMPIRAN 1.1 KUESIONER PENELITIAN



Program Studi Manajemen

Hari/Tanggal :

Fakultas Ekonomi dan Bisnis

No Kuesioner :

Universitas Esa Unggul

Responden yang terhormat, saya Eka Ratna Yuliana Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Esa Unggul Angkatan 2016. Saya saat ini sedang melakukan Penelitian Skripsi saya, Mohon kesediaan Bapak/Ibu/Saudara/i, untuk mengisi kuesioner yang berjudul **“Pengaruh *Self Efficacy* dan *Job Insecurity* terhadap *Turnover Intention* melalui *Komitmen Organisasional* pada Alumni Universitas Esa Unggul”**

Berkaitan dengan hal tersebut, saya memohon kesediaan Bapak/Ibu/Saudara/i, meluangkan waktu untuk mengisi kuesioner ini. Kuesioner ini adalah salah satu sarana untuk memperoleh data yang diperlukan untuk penelitian. Jawaban yang Bapak/Ibu/Saudara/i berikan tidak akan dinilai benar atau salah. Semua informasi yang Anda berikan akan tetap terjaga kerahasiaannya.

Oleh karena itu, saya mengucapkan banyak terimakasih, semoga bantuan dan amal baik Bapak/Ibu/Saudara/i sekalian mendapat imbalan dari Allah SWT.Amin.

I. PETUNJUK PENGISIAN

1. Sebelum mengisi pertanyaan dibawah, bacalah petunjuk pengisian dengan baik dan isi data responden terlebih dahulu.
2. Kuesioner penelitian ini terdiri dari 32 pertanyaan.
3. Berilah tanda (√) pada kolom jawaban yang tersedia
4. Terdapat 4 (empat) alternatif pengisian jawaban, yaitu:
 1. STS = Sangat Tidak Setuju
 2. TS = Tidak Setuju
 3. S = Setuju
 4. SS = Sangat Setuju
5. Semua jawaban adalah benar dan tidak ada yang salah, oleh karena itu jawablah semua pertanyaan sesuai dengan keadaan yang anda alami dengan JUJUR.

II. DATA RESPONDEN

1. Jenis Kelamin
 - a. Pria
 - b. Wanita

2. Usia saat ini
 - a. 20 – 26 tahun
 - b. 27 – 31 tahun
 - c. 32 – 39 tahun
5. Pekerjaan saat ini
 - a. Karyawan Swasta
 - b. Wiraswasta
 - c. Pegawai Negeri Sipil
4. Pendidikan terakhir
 - a. Diploma
 - b. S1
 - c. S2
 - d. S3
5. Lama bekerja di perusahaan sebelumnya
 - a. 3-5 bulan
 - b. 6-12 bulan
 - c. 1-2 tahun
 - d. > 2 tahun
6. Berapa kali Anda pindah bekerja
 - a. 1 kali pindah kerja
 - b. > 2 kali pindah kerja

NO.	PERTANYAAN	JAWABAN			
		STS	TS	S	SS
<i>Self Efficacy (X1)</i>					
1.	Saya yakin dapat menyelesaikan pekerjaan dengan kemampuan yang saya miliki				
2.	Saya dapat menumbuhkan motivasi pada diri sendiri dalam menyelesaikan tugas				
3.	Saya memiliki kemampuan untuk mengatasi kesulitan dalam menjalankan tugas				
4.	Saya optimis dalam mencapai target kerja yang ditetapkan dalam tugas				
5.	Pengalaman yang saya miliki membuat saya yakin dapat mengatasi kesulitan dalam penyelesaian tugas				
6.	Saya memiliki latar belakang yang membuat saya tenang menghadapi tantangan dalam tugas				

NO.	PERTANYAAN	JAWABAN			
		STS	TS	S	SS
<i>Job Insecurity (X2)</i>					
7.	Saya merasa terancam akan diberhentikan secara tiba-tiba				
8.	Saya khawatir akan dipecat jika membuat kesalahan dalam bekerja				
9.	Saya khawatir terjadinya pengurangan kompensasi				
10.	Saya merasa terancam kehilangan pekerjaan yang berasal dari lingkungan internal perusahaan				
11.	Saya merasa khawatir akan dipecat sehingga mengganggu kehidupan pribadi maupun sosial				
12.	Saya merasa khawatir kehilangan pekerjaan sehingga mempengaruhi harkat dan martabat saya				
13.	Saya merasa pekerjaan yang saya lakukan semakin membosankan				
14.	Saya khawatir tidak akan ada promosi jabatan				
15.	Saya merasa gaji yang diperoleh tidak sesuai dengan <i>jobdesk</i> yang diberikan				
16.	Saya merasa tidak aman terhadap pekerjaan pada tahun berikutnya				
17.	Saya merasa pesimis terhadap masa depan perusahaan				
<i>Turnover Intention (Y)</i>					
18.	Lokasi kerja yang saya hadapi tidak nyaman sehingga membuat saya berpikir untuk keluar dari pekerjaan saat ini				
19.	Saya terlibat dengan pihak-pihak yang membuat saya tidak nyaman dalam bekerja				
20.	Saya merasa kurang cocok berada di perusahaan ini				
21.	Lingkungan kerja saya saat ini membuat saya untuk meninggalkan pekerjaan ini dalam waktu dekat				
22.	Saya akan meninggalkan perusahaan setelah memperoleh pekerjaan yang lebih baik				

NO.	PERTANYAAN	JAWABAN			
		STS	TS	S	SS
Komitmen Organisasional (Z)					
23.	Saya merasa adanya keterikatan emosional terhadap perusahaan				
24.	Keakraban dengan pihak-pihak yang terlibat dalam pekerjaan membuat saya senang dalam pekerjaan saya saat ini				
25.	Perusahaan sudah memberikan banyak manfaat bagi saya sehingga saya ingin memberikan balas budi baik perusahaan				
26.	Saya merasa mempunyai kesamaan terhadap nilai-nilai perusahaan				
27.	Saya merasa beruntung tetap berada dalam perusahaan				
28.	Perusahaan memberikan peluang karir yang baik jika saya loyal terhadap perusahaan				

LAMPIRAN 1.2

TABULASI DATA KARAKTERISTIK 140 RESPONDEN

Keterangan		Jumlah Responden	Total
Jenis Kelamin	Laki-laki	59	140
	Perempuan	81	
Usia	20 - 26 Tahun	107	140
	27 - 31 Tahun	20	
	31 - 39 Tahun	13	
Pekerjaan	Karyawan Swasta	89	140
	Wiraswasta	21	
	PNS/BUMN/Polri	15	
	Lainnya	15	
Pendidikan	Diploma	31	140
	S1	99	
	S2	5	
	S3	5	
Masa Kerja	3-5 Bulan	34	140
	6-12 Bulan	33	
	1-2 Tahun	33	
	>2 Tahun	40	
Banyaknya Pindah Bekerja	1 kali	97	140
	>2 kali	43	

LAMPIRAN 1.3
TABULASI SELF EFFICACY 30 RESPONDEN

No. Responden	<i>Self Efficacy</i>						Total
	1	2	3	4	5	6	
1	3	3	3	3	3	3	18
2	3	4	3	3	3	4	20
3	4	4	3	4	4	3	22
4	4	4	4	4	4	3	23
5	3	3	3	2	3	3	17
6	4	4	3	4	4	4	23
7	3	2	3	2	2	1	13
8	3	3	3	3	3	3	18
9	2	2	2	2	3	2	13
10	4	4	4	3	4	3	22
11	4	4	4	4	4	4	24
12	4	3	4	3	4	3	21
13	4	4	4	4	4	4	24
14	4	4	4	4	4	3	23
15	4	3	3	4	3	4	21
16	4	3	3	3	4	4	21
17	3	3	3	4	3	3	19
18	4	3	3	3	3	3	19
19	4	4	4	4	4	4	24
20	3	3	3	4	3	2	18
21	4	3	3	4	3	2	19
22	4	4	4	4	4	4	24
23	4	4	4	4	3	3	22
24	3	4	4	4	3	3	21
25	4	3	4	3	4	3	21
26	3	3	3	4	3	3	19
27	4	4	4	4	4	4	24
28	4	3	3	3	4	3	20
29	3	3	2	3	2	2	15
30	4	3	3	4	4	4	22

LAMPIRAN 1.4

HASIL UJI VALIDITAS DAN RELIABILITAS *SELF EFFICACY*

Correlations								
		SE1	SE2	SE3	SE4	SE5	SE6	TOTAL_SELF EFICACY
SE1	Pearson Correlation	1	.538*	.606*	.503*	.704*	.521*	.799**
	Sig. (2-tailed)		.002	.000	.005	.000	.003	.000
	N	30	30	30	30	30	30	30
SE2	Pearson Correlation	.538*	1	.678*	.647*	.558*	.617*	.847**
	Sig. (2-tailed)	.002		.000	.000	.001	.000	.000
	N	30	30	30	30	30	30	30
SE3	Pearson Correlation	.606*	.678*	1	.445*	.605*	.415*	.773**
	Sig. (2-tailed)	.000	.000		.014	.000	.023	.000
	N	30	30	30	30	30	30	30
SE4	Pearson Correlation	.503*	.647*	.445*	1	.399*	.465*	.732**
	Sig. (2-tailed)	.005	.000	.014		.029	.010	.000
	N	30	30	30	30	30	30	30
SE5	Pearson Correlation	.704*	.558*	.605*	.399*	1	.658*	.820**
	Sig. (2-tailed)	.000	.001	.000	.029		.000	.000
	N	30	30	30	30	30	30	30
SE6	Pearson Correlation	.521*	.617*	.415*	.465*	.658*	1	.792**
	Sig. (2-tailed)	.003	.000	.023	.010	.000		.000
	N	30	30	30	30	30	30	30
TOTAL_SELF EFICACY	Pearson Correlation	.799*	.847*	.773*	.732*	.820*	.792*	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	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).								

Sumber : Hasil Output Statistik, 2020

UJI RELIABILITAS SELF EFFICACY

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.			

Sumber : Hasil Output Statistik, 2020

Reliability Statistics	
Cronbach's Alpha	N of Items
.878	6

Sumber : Hasil Output Statistik, 2020

LAMPIRAN 1.5
TABULASI JOB INSECURITY 30 RESPONDEN

No. Responden	<i>Job Insecurity</i>											Total
	7	8	9	10	11	12	13	14	15	16	17	
1	3	3	3	3	3	3	3	3	3	3	3	33
2	4	3	3	3	3	1	1	2	1	3	2	26
3	3	3	3	1	1	1	2	2	1	1	1	19
4	4	4	4	4	4	3	3	3	4	3	2	38
5	4	4	4	4	4	4	3	1	4	4	4	40
6	1	1	2	2	4	1	1	1	2	1	1	17
7	3	1	3	4	3	4	4	4	3	4	4	37
8	3	1	2	3	3	2	3	3	4	4	2	30
9	2	2	3	3	4	4	1	2	1	4	1	27
10	2	2	3	2	4	2	1	1	1	1	1	20
11	1	1	4	1	4	1	1	1	3	1	1	19
12	2	3	3	2	3	1	4	2	2	3	3	28
13	4	4	4	4	4	4	1	1	3	1	1	31
14	4	4	4	4	4	3	3	4	2	2	2	36
15	2	2	4	4	4	4	3	3	4	4	2	36
16	2	3	3	2	2	1	3	2	4	2	1	25
17	2	4	3	4	3	2	2	3	2	3	3	31
18	3	1	1	1	1	1	2	1	2	2	2	17
19	3	3	3	3	3	2	1	2	2	2	1	25
20	1	1	1	1	3	4	3	3	1	1	1	20
21	1	2	3	1	2	1	3	2	1	2	1	19
22	2	1	2	1	1	1	2	2	3	2	2	19
23	2	2	3	4	4	2	3	3	2	4	3	32
24	3	2	3	3	3	3	2	2	2	2	2	27
25	2	2	3	3	3	2	1	2	2	2	2	24
26	2	3	2	1	3	1	1	1	2	2	2	20
27	1	2	2	4	4	4	4	4	3	3	2	33
28	1	2	2	2	1	2	1	1	1	2	1	16
29	4	1	4	3	4	3	3	3	2	3	4	34
30	1	2	2	2	2	2	2	2	3	2	2	22

LAMPIRAN 1.6
HASIL UJI VALIDITAS DAN RELIABILITAS *JOB INSECURITY*

		Correlations											TOTAL_JOBINSECURITY
		J11	J12	J13	J14	J15	J16	J17	J18	J19	J110	J111	
J11	Pearson Correlation	1	.470**	.509**	.484**	.206	.257	.099	.154	.219	.273	.414*	.589**
	Sig. (2-tailed)		.009	.004	.007	.275	.170	.602	.416	.244	.145	.023	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
J12	Pearson Correlation	.470**	1	.501**	.431*	.180	.119	-.003	.007	.127	.066	.078	.430*
	Sig. (2-tailed)	.009		.005	.017	.341	.530	.987	.972	.503	.729	.682	.018
	N	30	30	30	30	30	30	30	30	30	30	30	30
J13	Pearson Correlation	.509**	.501**	1	.537**	.548**	.279	.075	.117	.286	.221	.244	.611**
	Sig. (2-tailed)	.004	.005		.002	.002	.136	.696	.539	.126	.241	.194	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
J14	Pearson Correlation	.484**	.431*	.537**	1	.615**	.664**	.302	.532**	.395*	.623**	.482**	.883**
	Sig. (2-tailed)	.007	.017	.002		.000	.000	.105	.002	.031	.000	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
J15	Pearson Correlation	.206	.180	.548**	.615**	1	.529**	.089	.236	.216	.275	.209	.594**
	Sig. (2-tailed)	.275	.341	.002	.000		.003	.641	.209	.251	.142	.268	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
J16	Pearson Correlation	.257	.119	.279	.664**	.529**	1	.335	.463*	.256	.397*	.282	.677**
	Sig. (2-tailed)	.170	.530	.136	.000	.003		.071	.010	.172	.030	.131	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
J17	Pearson Correlation	.099	-.003	.075	.302	.089	.335	1	.711**	.408*	.509**	.558**	.585**
	Sig. (2-tailed)	.602	.987	.696	.105	.641	.071		.000	.025	.004	.001	.001
	N	30	30	30	30	30	30	30	30	30	30	30	30
J18	Pearson Correlation	.154	.007	.117	.532**	.236	.463*	.711**	1	.209	.497**	.417*	.627**
	Sig. (2-tailed)	.416	.972	.539	.002	.209	.010	.000		.267	.005	.022	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
J19	Pearson Correlation	.219	.127	.286	.395*	.216	.256	.408*	.209	1	.376*	.325	.549**
	Sig. (2-tailed)	.244	.503	.126	.031	.251	.172	.025	.267		.040	.080	.002
	N	30	30	30	30	30	30	30	30	30	30	30	30
J110	Pearson Correlation	.273	.066	.221	.623**	.275	.397*	.509**	.497**	.376*	1	.668**	.708**
	Sig. (2-tailed)	.145	.729	.241	.000	.142	.030	.004	.005	.040		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
J111	Pearson Correlation	.414*	.078	.244	.482**	.209	.282	.558**	.417*	.325	.668**	1	.669**
	Sig. (2-tailed)	.023	.682	.194	.007	.268	.131	.001	.022	.080	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30	30
TOTAL_JOBINSECURITY	Pearson Correlation	.589**	.430*	.611**	.883**	.594**	.677**	.585**	.627**	.549**	.708**	.669**	1
	Sig. (2-tailed)	.001	.018	.000	.000	.001	.000	.001	.000	.002	.000	.000	
	N	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).

Sumber : Hasil Output Statistik, 2020

UJI RELIABILITAS *JOB INSECURITY*

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.

Sumber : Hasil Output Statistik, 2020

Reliability Statistics	
Cronbach's Alpha	N of Items
.848	11

Sumber : Hasil Output Statistik, 2020

LAMPIRAN 1.7
TABULASI KOMITMEN ORGANISASIONAL 30 RESPONDEN

No. Responden	Komitmen Organisasional						Total
	1	2	3	4	5	6	
1	3	3	3	3	3	3	18
2	3	4	4	3	3	3	20
3	3	4	4	3	4	3	21
4	3	4	3	3	3	2	18
5	3	4	4	3	3	4	21
6	4	4	4	4	4	4	24
7	3	4	3	1	4	4	19
8	2	3	2	2	2	2	13
9	2	3	3	2	2	1	13
10	1	3	3	3	4	4	18
11	4	4	4	4	4	4	24
12	2	2	1	2	3	3	13
13	2	4	4	4	4	4	22
14	3	4	4	2	3	3	19
15	2	2	3	2	2	1	12
16	3	4	3	3	4	3	20
17	4	3	4	3	2	3	19
18	1	2	1	2	2	1	9
19	3	3	3	3	4	4	20
20	2	4	3	2	4	1	16
21	2	2	2	4	3	3	16
22	2	3	3	3	3	3	17
23	3	4	4	3	4	4	22
24	3	2	3	3	3	3	17
25	2	4	4	4	4	4	22
26	3	4	3	3	3	2	18
27	1	4	4	4	4	4	21
28	2	3	2	3	3	3	16
29	2	4	4	3	4	4	21
30	2	3	3	3	3	3	17

LAMPIRAN 1.8
HASIL UJI VALIDITAS DAN RELIABILITAS KOMITMEN
ORGANISASIONAL

		Correlations						
		KO1	KO2	KO3	KO4	KO5	KO6	TOTAL_ KOMITM ENORG ANISASI ONAL
KO1	Pearson Correlation	1	.357	.457 [*]	.139	.114	.248	.537 ^{**}
	Sig. (2-tailed)		.053	.011	.465	.550	.186	.002
	N	30	30	30	30	30	30	30
KO2	Pearson Correlation	.357	1	.730 [*]	.244	.614 [*]	.399 [*]	.760 ^{**}
	Sig. (2-tailed)	.053		.000	.195	.000	.029	.000
	N	30	30	30	30	30	30	30
KO3	Pearson Correlation	.457 [*]	.730 [*]	1	.442 [*]	.462 [*]	.504 [*]	.832 ^{**}
	Sig. (2-tailed)	.011	.000		.015	.010	.005	.000
	N	30	30	30	30	30	30	30
KO4	Pearson Correlation	.139	.244	.442 [*]	1	.418 [*]	.536 [*]	.638 ^{**}
	Sig. (2-tailed)	.465	.195	.015		.022	.002	.000
	N	30	30	30	30	30	30	30
KO5	Pearson Correlation	.114	.614 [*]	.462 [*]	.418 [*]	1	.688 [*]	.755 ^{**}
	Sig. (2-tailed)	.550	.000	.010	.022		.000	.000
	N	30	30	30	30	30	30	30
KO6	Pearson Correlation	.248	.399 [*]	.504 [*]	.536 [*]	.688 [*]	1	.799 ^{**}
	Sig. (2-tailed)	.186	.029	.005	.002	.000		.000
	N	30	30	30	30	30	30	30
TOTAL_ KOMITM ENORG ANISASI ONAL	Pearson Correlation	.537 [*]	.760 [*]	.832 [*]	.638 [*]	.755 [*]	.799 [*]	1
	Sig. (2-tailed)	.002	.000	.000	.000	.000	.000	
	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).								

Sumber : Hasil Output Statistik, 2020

UJI RELIABILITAS KOMITMEN ORGANISASIONAL

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.

Sumber : Hasil Output Statistik, 2020

Reliability Statistics	
Cronbach's Alpha	N of Items
.814	6

LAMPIRAN 1.9
TABULASI *TURNOVER INTENTION* 30 RESPONDEN

No. Responden	<i>Turnover Intention</i>					Total
	1	2	3	4	5	
1	3	3	3	3	3	15
2	3	1	2	2	3	11
3	1	1	1	1	3	7
4	3	3	2	2	4	14
5	3	3	3	4	4	17
6	1	1	1	1	2	6
7	4	4	3	4	4	19
8	3	2	2	3	4	14
9	1	3	1	1	4	10
10	1	1	1	1	1	5
11	1	2	1	1	4	9
12	2	2	2	3	4	13
13	1	1	1	2	4	9
14	1	1	2	2	2	8
15	2	3	2	3	4	14
16	1	3	2	1	3	10
17	2	2	3	4	4	15
18	1	1	2	1	4	9
19	1	2	1	4	2	10
20	2	2	3	2	1	10
21	3	1	2	3	2	11
22	2	3	2	1	2	10
23	2	2	2	2	4	12
24	3	2	2	2	2	11
25	2	2	2	2	2	10
26	1	2	1	2	4	10
27	1	2	1	4	4	12
28	1	2	1	2	3	9
29	1	3	2	3	3	12
30	2	2	2	2	3	11

LAMPIRAN 1.10
HASIL UJI VALIDITAS DAN RELIABILITAS *TURNOVER INTENTION*

Correlations							
		TI1	TI2	TI3	TI4	TI5	TOTAL_T URNOVE RINTENT ION
TI1	Pearson Correlation	1	.380*	.712**	.444*	.095	.743**
	Sig. (2-tailed)		.038	.000	.014	.618	.000
	N	30	30	30	30	30	30
TI2	Pearson Correlation	.380*	1	.437*	.336	.327	.701**
	Sig. (2-tailed)	.038		.016	.069	.078	.000
	N	30	30	30	30	30	30
TI3	Pearson Correlation	.712**	.437*	1	.439*	.025	.713**
	Sig. (2-tailed)	.000	.016		.015	.897	.000
	N	30	30	30	30	30	30
TI4	Pearson Correlation	.444*	.336	.439*	1	.271	.750**
	Sig. (2-tailed)	.014	.069	.015		.147	.000
	N	30	30	30	30	30	30
TI5	Pearson Correlation	.095	.327	.025	.271	1	.537**
	Sig. (2-tailed)	.618	.078	.897	.147		.002
	N	30	30	30	30	30	30
TOTAL_TURNOV ERINTENTION	Pearson Correlation	.743**	.701**	.713**	.750**	.537**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.002	
	N	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).							

Sumber : Hasil Output Statistik, 2020

UJI RELIABILITAS *TURNOVER INTENTION*

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. <i>Sumber : Hasil Output Statistik, 2020</i>			

Reliability Statistics	
Cronbach's Alpha	N of Items
.710	5

Sumber : Hasil Output Statistik, 2020

LAMPIRAN 1.11
TABULASI SELF EFFICACY 140 RESPONDEN

No.	<i>Self Efficacy</i>						Total
	P1	P2	P3	P4	P5	P6	
1	4	3	3	4	3	2	19
2	3	4	3	4	3	4	21
3	4	4	4	4	4	4	24
4	3	4	4	4	3	4	22
5	4	4	4	4	3	3	22
6	4	4	3	4	4	3	22
7	4	4	4	4	4	4	24
8	4	4	4	4	4	2	22
9	3	3	3	3	3	3	18
10	4	3	3	3	3	3	19
11	4	3	3	3	2	3	18
12	4	4	4	4	4	4	24
13	4	3	3	4	3	3	20
14	4	4	4	4	4	4	24
15	3	4	3	4	3	4	21
16	4	4	3	4	4	3	22
17	3	4	3	3	4	4	21
18	3	3	3	3	3	3	18
19	4	4	4	4	4	4	24
20	4	4	4	4	4	4	24
21	3	3	3	3	3	3	18
22	3	3	3	2	3	3	17
23	4	4	4	4	4	4	24
24	4	4	3	3	3	4	21
25	3	3	3	3	3	3	18
26	4	4	3	4	4	3	22
27	3	3	4	3	3	4	20
28	3	3	3	3	3	2	17
29	1	2	2	1	1	2	9
30	3	4	1	4	4	3	19
31	4	4	4	4	4	3	23
32	3	3	3	2	3	3	17
33	3	4	3	3	4	3	20
34	4	3	2	3	3	3	18
35	3	4	3	4	4	3	21
36	3	4	3	4	4	3	21
37	4	4	3	4	3	4	22
38	3	2	3	2	3	3	16

No.	<i>Self Efficacy</i>						Total
	P1	P2	P3	P4	P5	P6	
39	4	4	3	3	4	3	21
41	3	4	3	4	3	2	19
42	4	3	4	4	3	4	22
43	4	3	3	3	4	4	21
44	4	4	3	3	4	3	21
45	4	4	3	3	4	3	21
46	3	3	2	3	3	2	16
47	3	3	3	3	3	3	18
48	4	3	4	3	3	4	21
49	3	2	4	4	2	3	18
50	3	4	3	4	4	4	22
51	4	4	4	4	3	3	22
52	4	4	4	4	4	4	24
53	3	3	3	4	4	4	21
54	4	4	4	4	4	3	23
55	4	3	3	4	4	3	21
56	4	4	3	4	3	4	22
57	3	4	3	4	3	3	20
58	3	3	3	3	3	3	18
59	4	4	4	4	4	4	24
61	4	3	4	4	3	4	22
62	3	3	3	4	3	3	19
63	4	4	4	4	3	3	22
64	3	3	3	4	3	3	19
65	4	3	3	3	3	3	19
66	4	3	4	4	3	3	21
67	3	3	3	4	4	3	20
68	3	3	4	4	4	4	22
69	4	4	4	3	3	3	21
70	4	4	4	4	4	4	24
71	3	3	3	3	3	3	18
72	2	2	2	2	2	1	11
73	3	3	3	3	2	3	17
74	3	4	3	4	4	3	21
75	3	3	3	3	3	3	18
76	3	3	3	3	4	3	19
77	4	4	4	4	4	4	24
78	3	3	3	3	4	3	19

No.	<i>Self Efficacy</i>						Total
	P1	P2	P3	P4	P5	P6	
79	4	3	3	4	4	4	22
80	3	3	3	2	4	2	17
81	3	3	3	3	3	3	18
82	4	4	3	3	3	4	21
83	3	4	3	3	2	3	18
84	4	3	2	2	3	2	16
85	4	2	3	4	2	2	17
86	4	3	1	3	4	2	17
87	3	2	4	3	2	2	16
88	4	3	3	4	3	3	20
89	3	2	4	3	4	3	19
90	3	3	3	2	2	2	15
91	4	2	4	4	2	2	18
92	3	3	3	3	3	3	18
93	3	4	4	3	4	4	22
94	4	3	4	3	4	3	21
95	4	3	4	3	4	3	21
96	4	3	4	3	4	3	21
97	4	3	2	3	2	1	15
98	4	2	3	1	4	2	16
99	3	2	1	4	4	2	16
100	4	3	4	1	3	3	18
101	4	3	4	2	4	2	19
102	4	4	3	4	3	3	21
103	3	3	3	3	1	1	14
104	4	3	4	3	4	3	21
105	3	4	3	4	3	4	21
106	4	3	2	4	3	2	18
107	4	3	4	3	4	3	21
108	4	2	4	2	3	4	19
109	3	4	3	4	3	4	21
110	4	2	4	2	2	2	16
111	3	3	3	3	3	3	18
112	4	3	3	3	3	2	18
113	3	4	3	4	3	4	21
114	3	2	3	3	4	3	18
115	3	4	3	3	3	3	19
116	4	2	3	3	3	3	18

No.	<i>Self Efficacy</i>						Total
	P1	P2	P3	P4	P5	P6	
117	3	3	3	3	3	3	18
118	3	4	3	4	3	3	20
119	4	3	4	2	4	2	19
120	4	2	4	2	4	2	18
121	2	2	2	2	2	2	12
122	4	3	4	4	4	3	22
123	4	3	4	4	3	4	22
124	3	4	4	3	3	4	21
125	3	4	4	3	3	3	20
126	4	4	3	3	4	4	22
127	4	4	3	3	4	4	22
128	4	4	4	3	4	4	23
129	4	3	3	3	4	4	21
130	2	1	2	2	2	1	10
131	3	3	3	3	3	4	19
132	4	4	3	4	3	4	22
133	4	4	3	4	3	3	21
134	3	4	3	4	3	4	21
135	3	3	3	3	3	3	18
136	4	4	4	3	3	4	22
137	4	4	4	3	3	4	22
138	3	3	3	3	3	4	19
139	3	3	3	4	4	2	19
140	4	4	3	4	3	4	22

LAMPIRAN 1.12
TABULASI *JOB INSECURITY* 140 RESPONDEN

No.	<i>Job Insecurity</i>											Total
	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	
1	2	2	4	4	4	2	2	4	4	2	4	34
2	2	4	3	3	4	1	2	2	2	2	1	26
3	4	2	2	2	2	2	2	2	2	2	2	24
4	4	4	3	4	4	4	3	3	4	4	3	40
5	2	3	3	3	2	1	1	2	2	2	1	22
6	4	4	4	4	4	4	4	4	4	4	4	44
7	4	4	4	4	4	4	2	2	3	2	1	34
8	3	4	3	3	1	1	3	2	3	2	3	28
9	2	4	4	3	4	4	2	3	1	2	3	32
10	3	4	4	3	4	4	3	4	3	4	4	40
11	3	3	4	2	3	2	2	3	3	2	3	30
12	4	2	4	2	4	2	1	2	2	2	2	27
13	1	2	2	1	2	2	3	2	2	1	2	20
14	3	3	3	3	3	2	2	3	2	2	2	28
15	3	3	3	3	3	2	3	3	3	3	2	31
16	3	4	3	4	4	4	4	4	4	4	4	42
17	2	3	4	3	3	3	4	4	3	3	3	35
18	3	3	3	3	3	3	3	3	3	3	3	33
19	2	1	3	2	2	1	2	1	1	1	1	17
20	1	2	3	1	2	1	3	1	1	1	2	18
21	2	3	3	3	2	3	3	3	3	3	2	30
22	2	3	3	2	3	3	3	3	2	3	3	30
23	1	1	2	1	1	1	1	1	1	1	1	12
24	2	4	4	3	4	2	2	4	2	2	2	31
25	2	2	2	2	2	2	2	2	3	2	2	23
26	3	3	3	3	3	3	2	3	3	2	2	30
27	2	3	3	2	3	2	1	2	2	2	1	23
28	2	2	3	3	2	2	3	2	2	2	2	25
29	2	2	1	1	2	1	1	3	1	1	1	16
30	2	2	3	1	2	2	1	3	2	2	2	22
31	3	3	4	3	4	1	3	3	3	3	3	33
32	2	3	3	2	3	3	3	3	2	3	3	30
33	2	1	2	1	1	1	1	1	1	1	1	13
34	4	4	4	4	3	3	2	2	2	2	2	32
35	3	4	4	4	4	3	1	4	1	4	2	34
36	3	4	4	4	4	3	1	4	1	4	2	34
37	3	3	2	3	4	2	3	3	3	3	2	31
38	4	4	2	2	3	1	1	2	3	2	3	27

No.	Job Insecurity											Total
	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	
39	2	3	3	1	2	2	2	3	4	3	3	28
40	2	2	3	3	2	2	2	2	3	2	2	25
41	4	4	3	3	3	3	3	4	3	4	4	38
42	2	2	2	4	3	2	2	2	2	1	1	23
43	3	3	4	3	4	2	2	2	2	2	1	28
44	3	3	4	3	4	2	2	2	2	2	1	28
45	3	4	3	3	3	3	2	3	3	2	3	32
46	2	3	3	3	3	3	3	3	3	3	3	32
47	3	3	4	4	4	3	4	3	4	4	3	39
48	3	3	1	2	3	4	3	2	2	3	2	28
49	2	2	2	3	2	4	3	2	3	3	4	30
50	3	3	3	3	4	4	4	4	3	3	4	38
51	4	4	4	4	4	4	1	1	1	1	1	29
52	2	2	3	3	3	1	3	2	1	3	2	25
53	3	2	3	3	3	3	3	3	3	3	3	32
54	2	3	3	2	3	3	2	3	3	2	2	28
55	3	3	4	4	3	2	4	1	1	2	2	29
56	3	3	3	4	3	3	2	3	1	2	3	30
57	3	3	3	3	3	3	3	3	3	3	3	33
58	4	4	4	3	4	4	2	4	2	1	1	33
59	4	3	4	4	3	4	3	3	4	4	3	39
60	3	2	2	2	3	3	2	2	2	2	2	25
61	2	2	2	2	1	1	1	2	3	2	1	19
62	1	2	2	1	1	1	2	2	4	3	3	22
63	1	2	2	2	2	2	3	4	4	2	1	25
64	3	3	3	3	3	2	1	2	2	1	1	24
65	1	2	2	1	1	1	4	1	4	4	4	25
66	1	2	2	2	2	2	2	3	4	2	3	25
67	4	4	4	4	3	4	3	4	4	3	3	40
68	2	3	3	2	3	2	2	3	3	2	1	26
69	3	3	3	3	3	3	2	3	3	2	3	31
70	3	3	3	3	3	2	2	1	2	4	2	28
71	4	4	4	4	3	1	3	2	1	2	2	30
72	3	4	3	3	4	3	4	3	3	4	4	38
73	2	2	2	2	2	2	2	2	3	2	2	23
74	3	3	3	3	3	2	1	2	2	3	3	28
75	2	3	3	3	3	3	2	3	2	2	2	28
76	3	3	4	3	3	2	2	2	2	3	3	30

No.	Job Insecurity											Total
	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	
77	3	3	4	3	3	2	2	3	3	3	2	31
78	3	3	4	3	3	2	2	2	3	4	2	31
79	3	3	3	2	4	4	3	3	3	3	3	34
80	3	2	3	3	4	3	3	3	3	3	3	33
81	3	3	3	2	2	3	3	3	2	3	3	30
82	3	3	1	1	1	1	2	1	4	1	1	19
83	3	2	1	2	2	2	3	3	2	3	2	25
84	3	2	2	2	3	2	2	2	2	4	2	26
86	3	4	2	1	4	2	3	3	4	4	3	33
87	3	4	3	2	4	4	4	1	1	4	4	34
88	3	4	3	3	3	2	1	1	2	1	3	26
89	2	3	3	1	3	2	1	1	4	1	1	22
90	3	3	2	2	2	4	4	3	3	2	3	31
91	2	3	2	4	2	3	3	2	3	2	2	28
92	2	2	4	4	2	2	4	4	2	2	4	32
93	3	3	3	3	3	3	3	3	4	3	4	35
94	3	3	3	4	4	4	4	4	4	4	4	41
95	4	3	4	3	4	3	4	3	4	3	4	39
96	4	3	4	3	4	3	4	3	4	3	4	39
97	4	3	4	3	4	3	4	3	4	3	4	39
98	4	4	3	3	3	2	4	3	3	3	4	36
99	3	2	4	4	2	3	4	1	3	2	3	31
100	3	4	2	3	2	4	3	3	2	4	2	32
101	3	3	2	3	4	2	4	3	3	4	3	34
102	3	2	4	4	1	3	2	4	2	3	4	32
103	3	3	4	3	3	3	3	4	4	4	3	37
104	4	3	1	1	1	1	1	1	1	1	4	19
105	3	4	4	3	4	3	3	3	3	4	4	38
106	3	4	3	4	3	4	3	4	4	3	4	39
107	4	4	3	4	2	3	3	2	1	4	3	33
108	4	3	4	3	4	4	3	3	3	3	3	37
109	3	2	3	3	4	2	2	2	4	3	4	32
110	3	3	3	3	3	3	3	3	3	4	3	34
111	3	3	2	3	2	2	2	3	3	3	3	29
112	4	4	4	4	4	4	4	4	4	4	4	44
113	4	2	4	3	2	3	2	3	4	3	2	32
114	3	4	3	4	4	3	4	4	3	3	3	38
115	4	4	3	3	4	3	3	1	2	2	2	31

No.	<i>Job Insecurity</i>											Total
	P7	P8	P9	P10	P11	P12	P13	P14	P15	P16	P17	
116	3	4	2	2	2	2	4	4	4	1	3	31
117	3	3	3	3	3	3	3	3	3	3	3	33
118	3	3	3	3	3	4	3	4	3	3	3	35
119	4	2	4	3	4	2	4	3	3	4	2	35
120	4	2	4	2	3	3	2	2	3	3	4	32
121	3	4	4	4	4	2	2	2	3	4	2	34
122	1	1	1	1	1	1	1	1	1	2	2	13
123	2	2	2	2	2	3	1	2	2	2	2	22
124	3	4	3	4	4	3	2	2	1	2	1	29
125	3	3	3	4	4	3	2	3	1	2	1	29
126	3	4	4	3	4	4	1	4	1	3	1	32
127	3	4	4	3	4	4	1	4	1	3	1	32
128	2	2	3	2	2	2	3	2	4	3	4	29
129	2	3	3	2	3	3	2	3	2	2	2	27
130	3	4	4	3	4	3	2	2	2	3	2	32
131	4	4	4	3	3	3	2	3	2	3	2	33
132	2	3	3	3	4	3	2	3	2	2	2	29
133	3	3	3	3	3	3	2	4	2	3	2	31
134	2	2	3	2	2	2	2	3	2	2	1	23
135	2	2	3	2	2	2	3	4	3	2	2	27
136	2	3	3	3	3	3	2	3	3	3	3	31
137	3	3	2	3	3	3	3	3	2	2	2	29
138	2	3	3	2	3	3	2	2	2	3	2	27
139	3	3	4	3	3	2	1	2	2	2	2	27
140	3	3	3	2	3	3	2	2	3	3	3	30

LAMPIRAN 1.13
TABULASI KOMITMEN ORGANISASIONAL 140 RESPONDEN

No. Responden	Komitmen Organisasional						Total
	1	2	3	4	5	6	
1	2	4	4	3	2	2	17
2	3	4	4	3	3	3	20
3	3	3	3	3	3	3	18
4	4	3	3	3	4	3	20
5	3	4	4	4	4	4	23
6	4	3	3	4	4	4	22
7	4	4	4	4	4	4	24
8	3	4	4	4	4	3	22
9	3	4	3	3	3	4	20
10	3	3	3	4	3	3	19
11	3	4	3	3	3	4	20
12	2	4	4	4	4	4	22
13	3	3	3	3	3	3	18
14	3	4	3	3	4	4	21
15	3	4	4	4	4	4	23
16	4	3	4	4	4	4	23
17	2	4	4	2	3	4	19
18	3	3	3	3	3	3	18
19	3	4	4	3	4	4	22
20	4	4	4	4	4	4	24
21	3	2	3	3	3	3	17
22	3	2	4	3	3	2	17
23	4	4	4	4	4	4	24
24	4	3	2	3	3	3	18
25	2	3	3	2	3	3	16
26	3	4	3	3	3	2	18
27	4	3	4	3	4	4	22
28	2	3	3	2	3	3	16
29	3	3	4	3	3	4	20
30	3	3	3	4	3	3	19
31	2	3	3	2	3	2	15
32	3	2	4	3	3	2	17
33	4	4	4	4	4	4	24
34	3	3	4	3	3	3	19
35	1	4	4	4	4	2	19
36	1	4	4	4	4	2	19
37	4	4	4	4	4	4	24
38	3	3	2	2	3	3	16

No. Responden	Komitmen Organisasional						Total
	1	2	3	4	5	6	
39	3	3	4	3	3	2	18
40	3	3	3	3	3	3	18
41	3	3	4	4	3	3	20
42	3	3	2	2	3	3	16
43	3	3	3	3	4	4	20
44	3	3	3	3	4	4	20
45	3	3	2	2	3	3	16
46	3	3	3	3	3	3	18
47	4	3	4	3	4	3	21
48	2	2	4	3	3	2	16
49	3	4	4	2	3	3	19
50	4	4	3	3	4	4	22
51	2	3	4	4	4	4	21
52	3	4	3	3	4	3	20
53	3	4	4	4	4	4	23
54	3	4	4	3	3	4	21
55	3	4	3	4	4	4	22
56	3	4	3	3	4	3	20
57	2	3	3	3	3	3	17
58	4	4	4	4	4	4	24
59	4	3	4	3	4	4	22
60	2	4	4	4	4	3	21
61	1	3	3	3	3	3	16
62	4	1	2	2	2	1	12
63	4	3	4	3	4	3	21
64	4	4	4	4	4	4	24
65	2	3	3	1	2	1	12
66	2	2	2	2	2	4	14
67	4	4	4	4	3	4	23
68	2	4	2	3	3	4	18
69	3	3	3	3	3	3	18
70	1	2	3	3	2	4	15
71	2	4	3	3	3	3	18
72	3	4	4	3	4	3	21
73	2	3	2	2	2	3	14
74	4	4	4	4	4	4	24
75	3	3	3	4	4	4	21
76	4	4	4	4	4	4	24
77	2	2	2	2	3	4	15

No. Responden	Komitmen Organisasional						Total
	1	2	3	4	5	6	
78	3	3	3	3	3	4	19
79	3	3	4	3	3	3	19
80	3	4	4	3	3	3	20
81	3	2	2	2	3	3	15
82	2	2	3	3	3	3	16
83	4	2	3	2	2	2	15
84	3	2	4	2	3	4	18
85	3	4	2	4	2	4	19
86	3	3	4	1	3	2	16
87	1	1	1	1	3	3	10
88	3	3	3	3	3	3	18
89	3	3	2	3	4	2	17
90	4	3	2	3	2	3	17
91	3	3	2	4	2	2	16
92	3	4	3	4	3	4	21
93	4	3	4	3	4	3	21
94	4	3	4	3	4	3	21
95	4	3	4	3	4	3	21
96	4	3	4	3	4	3	21
97	3	3	2	4	2	3	17
98	3	2	4	2	3	2	16
99	3	2	4	2	3	2	16
100	3	3	2	3	3	3	17
101	4	2	3	3	2	4	18
102	3	2	3	2	2	2	14
103	3	4	3	4	3	4	21
104	3	3	3	4	3	3	19
105	3	3	3	3	4	4	20
106	4	2	4	4	3	3	20
107	3	4	3	3	3	3	19
108	3	2	4	4	4	3	20
109	2	3	4	3	3	2	17
110	3	4	3	2	3	3	18
111	3	3	3	4	4	4	21
112	2	3	3	3	2	3	16
113	4	3	3	3	3	3	19
114	2	3	4	2	2	3	16
115	3	3	3	3	3	3	18
116	3	3	2	1	4	4	17

No. Responden	Komitmen Organisasional						Total
	1	2	3	4	5	6	
118	3	3	3	3	4	3	19
119	4	3	3	4	4	3	21
120	4	2	3	3	3	3	18
121	2	3	3	3	3	4	18
122	4	4	4	4	4	4	24
123	3	4	3	3	3	3	19
124	4	4	4	4	3	4	23
125	4	3	4	4	4	4	23
126	4	3	4	4	3	4	22
127	4	3	4	4	3	4	22
128	2	3	1	2	1	2	11
129	4	4	4	4	3	4	23
130	3	3	3	3	4	4	20
131	2	3	2	3	3	4	17
132	4	4	3	4	4	4	23
133	3	3	3	3	3	2	17
134	4	4	4	4	4	4	24
135	3	3	3	3	2	4	18
136	3	4	3	3	3	3	19
137	2	3	3	2	2	4	16
138	4	4	4	4	4	4	24
139	3	3	4	3	4	4	21
140	4	4	4	3	4	4	23

LAMPIRAN 1.14
TABULASI *TURNOVER INTENTION* 140 RESPONDEN

No. Responden	<i>Turnover Intention</i>					Total
	1	2	3	4	5	
1	4	4	4	4	2	18
2	1	2	1	1	2	7
3	2	2	2	2	4	12
4	4	3	4	3	4	18
5	1	1	1	1	3	7
6	4	4	3	3	3	17
7	1	1	1	2	2	7
8	4	4	4	2	2	16
9	2	2	2	2	4	12
10	3	4	3	3	3	16
11	3	2	3	3	4	15
12	1	2	1	1	2	7
13	3	2	2	2	4	13
14	2	2	2	2	3	11
15	3	2	2	4	4	15
16	4	3	4	4	4	19
17	3	3	3	3	4	16
18	3	3	3	3	3	15
19	1	1	1	1	3	7
20	1	1	1	1	4	8
21	3	2	3	3	3	14
22	4	2	2	2	3	13
23	1	1	1	1	1	5
24	2	2	2	2	2	10
25	1	2	2	2	4	11
26	2	2	3	3	4	14
27	2	2	1	2	4	11
28	2	3	3	3	3	14
29	1	1	1	1	1	5
30	3	1	2	2	3	11
31	2	3	3	2	4	14
32	4	2	2	2	3	13
33	1	1	1	1	1	5
34	2	2	2	2	2	10
35	3	3	1	1	4	12
36	3	3	1	1	4	12
37	3	3	2	2	3	13
38	2	2	1	1	3	9

No. Responden	<i>Turnover Intention</i>					Total
	1	2	3	4	5	
39	1	2	3	3	3	12
40	2	3	2	2	3	12
41	3	4	2	3	3	15
42	1	2	2	2	3	10
43	2	3	2	2	4	13
44	2	3	2	2	4	13
45	2	2	2	2	4	12
46	2	2	2	2	3	11
47	3	4	3	4	3	17
48	2	4	4	1	2	13
49	3	3	3	3	3	15
50	4	4	4	4	3	19
51	1	1	1	1	1	5
52	2	2	2	2	1	9
53	3	3	3	4	3	16
54	3	3	3	3	3	15
55	1	2	1	2	4	10
56	4	2	2	1	2	11
57	3	3	3	3	3	15
58	2	1	4	1	3	11
59	3	4	3	4	3	17
60	2	2	1	2	2	9
61	3	1	3	3	3	13
62	4	4	4	4	4	20
63	2	2	1	1	4	10
64	1	2	2	1	2	8
65	2	2	3	2	4	13
66	4	3	4	4	4	19
67	3	3	3	4	4	17
68	1	3	2	3	4	13
69	2	2	2	2	3	11
70	3	4	4	4	4	19
71	1	3	3	1	3	11
72	4	3	4	3	4	18
73	2	3	3	3	3	14
74	2	2	1	4	4	13
75	2	2	2	2	2	10
76	2	2	1	1	2	8

No. Responden	<i>Turnover Intention</i>					Total
	1	2	3	4	5	
77	3	3	2	2	4	14
78	2	2	2	2	4	12
79	3	3	3	3	3	15
80	3	3	3	4	4	17
81	3	3	3	3	3	15
82	4	1	1	2	1	9
83	3	3	4	2	2	14
84	3	2	2	4	2	13
85	3	4	2	2	4	15
86	3	3	3	1	3	13
87	3	3	4	3	3	16
88	1	2	2	2	2	9
89	3	2	3	3	3	14
90	3	3	2	3	2	13
91	2	4	2	4	4	16
92	3	3	3	3	4	16
93	3	4	3	4	3	17
94	4	3	4	3	4	18
95	4	3	4	3	4	18
96	4	3	4	3	4	18
97	2	3	4	3	3	15
98	3	2	4	3	2	14
99	3	2	4	1	3	13
100	3	3	2	1	2	11
101	3	3	1	4	3	14
102	4	4	4	4	3	19
103	3	4	3	3	3	16
104	3	3	3	4	3	16
105	3	4	3	4	4	18
106	4	3	2	4	3	16
107	3	4	3	4	3	17
108	3	2	3	2	3	13
109	3	3	3	3	3	15
110	2	4	2	3	3	14
111	3	4	3	4	3	17
112	3	3	2	3	3	14
113	4	3	3	4	4	18
114	4	3	3	4	3	17
115	3	3	3	3	3	15

No. Responden	<i>Turnover Intention</i>					Total
	1	2	3	4	5	
116	4	3	2	2	4	15
117	3	4	3	3	3	16
118	3	3	3	3	3	15
119	4	3	2	4	3	16
120	3	4	3	2	4	16
121	3	3	3	2	4	15
122	2	2	2	1	2	9
123	1	1	1	1	4	8
124	2	2	1	1	2	8
125	1	2	2	1	2	8
126	2	3	1	1	2	9
127	2	3	1	1	2	9
128	3	2	3	4	4	16
129	2	2	1	2	3	10
130	3	3	3	2	4	15
131	3	3	3	2	4	15
132	2	2	1	1	2	8
133	2	2	2	2	3	11
134	2	2	2	2	2	10
135	3	2	4	2	4	15
136	2	2	2	2	4	12
137	3	4	3	2	4	16
138	2	2	2	1	3	10
139	2	3	2	1	4	12
140	2	2	2	2	3	11

**LAMPIRAN 1.15
HASIL UJI ANALISIS JALUR TAHAP I**

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,179	2,047		5,462	,000
	TOTAL_SelfEfficacy	,395	,086	,366	4,603	,000
	TOTAL_JobInsecurity	,006	,039	,013	,167	,867

a. Dependent Variable: TOTAL_KomitmenOrganisasional

UJI METODE TRIMMING SUB STRUKTUR I

Coefficients						
Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,367	1,702		6,677	,000
	TOTAL_SelfEfficacy	,395	,085	,366	4,624	,000

a. Dependent Variable: TOTAL_KomitmenOrganisasional

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,366 ^a	,134	,128	2,78164

a. Predictors: (Constant), TOTAL_SelfEfficacy

LAMPIRAN 1.16
HASIL UJI ANALISIS JALUR TAHAP II

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	11,307	1,958		5,775	,000
	TOTAL_SelfEfficacy	-,066	,080	-,053	-,831	,407
	TOTAL_JobInsecurity	,359	,034	,633	10,694	,000
	TOTAL_KomitmenOrganisasional	-,398	,074	-,342	-5,374	,000
a. Dependent Variable: TOTAL_TurnoverIntention						

UJI METODE TRIMMING SUB STRUKTUR II

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	10,440	1,655		6,309	,000
	TOTAL_JobInsecurity	,358	,034	,632	10,696	,000
	TOTAL_KomitmenOrganisasional	-,421	,069	-,361	-6,109	,000
a. Dependent Variable: TOTAL_TurnoverIntention						

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	,722 ^a	,521	,514	2,41728
a. Predictors: (Constant), TOTAL_KomitmenOrganisasional, TOTAL_JobInsecurity				

Sumber : Hasil *output* statistik, 2020

LAMPIRAN 1.17
HASIL FREKUENSI RESPONDEN

1. Self Efficacy

SE1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	3	2.1	2.1	2.9
	3	62	44.3	44.3	47.1
	4	74	52.9	52.9	100.0
	Total	140	100.0	100.0	

SE2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	16	11.4	11.4	12.1
	3	64	45.7	45.7	57.9
	4	59	42.1	42.1	100.0
	Total	140	100.0	100.0	

SE3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	9	6.4	6.4	8.6
	3	78	55.7	55.7	64.3
	4	50	35.7	35.7	100.0
	Total	140	100.0	100.0	

SE4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	3	2.1	2.1	2.1
	2	14	10.0	10.0	12.1
	3	59	42.1	42.1	54.3
	4	64	45.7	45.7	100.0
	Total	140	100.0	100.0	

SE5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	13	9.3	9.3	10.7
	3	68	48.6	48.6	59.3
	4	57	40.7	40.7	100.0
	Total	140	100.0	100.0	

SE6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	2.9	2.9	2.9
	2	23	16.4	16.4	19.3
	3	67	47.9	47.9	67.1
	4	46	32.9	32.9	100.0
	Total	140	100.0	100.0	

2. Job Insecurity

JI1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	8	5.7	5.7	5.7
	2	38	27.1	27.1	32.9
	3	67	47.9	47.9	80.7
	4	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

J12					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	2.9	2.9	2.9
	2	35	25.0	25.0	27.9
	3	63	45.0	45.0	72.9
	4	38	27.1	27.1	100.0
	Total	140	100.0	100.0	

J13					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	4.3	4.3	4.3
	2	26	18.6	18.6	22.9
	3	63	45.0	45.0	67.9
	4	45	32.1	32.1	100.0
	Total	140	100.0	100.0	

J14					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	14	10.0	10.0	10.0
	2	32	22.9	22.9	32.9
	3	66	47.1	47.1	80.0
	4	28	20.0	20.0	100.0
	Total	140	100.0	100.0	

J15					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	10	7.1	7.1	7.1
	2	31	22.1	22.1	29.3
	3	54	38.6	38.6	67.9
	4	45	32.1	32.1	100.0
	Total	140	100.0	100.0	

J16					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	18	12.9	12.9	12.9
	2	46	32.9	32.9	45.7
	3	52	37.1	37.1	82.9
	4	24	17.1	17.1	100.0
	Total	140	100.0	100.0	

J17					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	22	15.7	15.7	15.7
	2	52	37.1	37.1	52.9
	3	44	31.4	31.4	84.3
	4	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

J18					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	16	11.4	11.4	11.4
	2	41	29.3	29.3	40.7
	3	57	40.7	40.7	81.4
	4	26	18.6	18.6	100.0
	Total	140	100.0	100.0	

J19					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	21	15.0	15.0	15.0
	2	43	30.7	30.7	45.7
	3	49	35.0	35.0	80.7
	4	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

J110					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	15	10.7	10.7	10.7
	2	49	35.0	35.0	45.7
	3	49	35.0	35.0	80.7
	4	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

J111					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	24	17.1	17.1	17.1
	2	47	33.6	33.6	50.7
	3	43	30.7	30.7	81.4
	4	26	18.6	18.6	100.0
	Total	140	100.0	100.0	

3. Turnover Intention

TI1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	20	14.3	14.3	14.3
	2	42	30.0	30.0	44.3
	3	56	40.0	40.0	84.3
	4	22	15.7	15.7	100.0
	Total	140	100.0	100.0	

TI2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	13	9.3	9.3	9.3
	2	51	36.4	36.4	45.7
	3	53	37.9	37.9	83.6
	4	23	16.4	16.4	100.0
	Total	140	100.0	100.0	

TI3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	27	19.3	19.3	19.3
	2	46	32.9	32.9	52.1
	3	46	32.9	32.9	85.0
	4	21	15.0	15.0	100.0
	Total	140	100.0	100.0	

TI4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	31	22.1	22.1	22.1
	2	46	32.9	32.9	55.0
	3	36	25.7	25.7	80.7
	4	27	19.3	19.3	100.0
	Total	140	100.0	100.0	

TI5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	6	4.3	4.3	4.3
	2	26	18.6	18.6	22.9
	3	58	41.4	41.4	64.3
	4	50	35.7	35.7	100.0
	Total	140	100.0	100.0	

4. Komitmen Organisasional

KO1					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	5	3.6	3.6	3.6
	2	24	17.1	17.1	20.7
	3	70	50.0	50.0	70.7
	4	41	29.3	29.3	100.0
	Total	140	100.0	100.0	

KO2					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	18	12.9	12.9	14.3
	3	70	50.0	50.0	64.3
	4	50	35.7	35.7	100.0
	Total	140	100.0	100.0	

KO3					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	18	12.9	12.9	14.3
	3	57	40.7	40.7	55.0
	4	63	45.0	45.0	100.0
	Total	140	100.0	100.0	

KO4					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	4	2.9	2.9	2.9
	2	22	15.7	15.7	18.6
	3	69	49.3	49.3	67.9
	4	45	32.1	32.1	100.0
	Total	140	100.0	100.0	

KO5					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	1	.7	.7	.7
	2	17	12.1	12.1	12.9
	3	68	48.6	48.6	61.4
	4	54	38.6	38.6	100.0
	Total	140	100.0	100.0	

KO6					
		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1	2	1.4	1.4	1.4
	2	19	13.6	13.6	15.0
	3	59	42.1	42.1	57.1
	4	60	42.9	42.9	100.0
	Total	140	100.0	100.0	

Pernyataan SE	Total	Pernyataan JI	Total	Pernyataan TI	Total	Pernyataan KO	Total
SE 1	489	JI 1	393	TI 1	360	KO 1	427
SE 2	461	JI 2	415	TI 2	366	KO 2	448
SE 3	455	JI 3	427	TI 3	341	KO 3	461
SE 4	464	JI 4	388	TI 4	339	KO 4	435
SE 5	460	JI 5	414	TI 5	432	KO 5	455
SE 6	435	JI 6	362			KO 6	457
		JI 7	346				
		JI 8	373				
		JI 9	362				
		JI 10	368				
		JI 11	351				

No.	Variabel	Pernyataan	Nilai
1.	<i>Self Efficacy</i>	Saya yakin dapat menyelesaikan pekerjaan dengan kemampuan yang saya miliki	489
2.	<i>Job Insecurity</i>	Saya khawatir terjadinya pengurangan kompensasi	427
3.	<i>Turnover Intention</i>	Saya akan meninggalkan perusahaan setelah memperoleh pekerjaan yang lebih baik	432
4.	Komitmen Organisasional	Perusahaan sudah memberikan banyak manfaat bagi saya sehingga saya ingin memberikan balas budi baik perusahaan	461