

TABULASI PRETEST

N O	KEPUASAN KERJA															STRES KERJA								TURNOVER INTENTION						
	KK 1	KK 2	KK 3	KK 4	KK 5	KK 6	KK 7	KK 8	KK 9	KK1 0	KK1 1	KK1 2	KK1 3	KK1 4	KK1 5	SK 1	SK 2	SK 3	SK 4	SK 5	SK 6	SK 7	SK 8	TI 1	TI 2	TI 3	TI 5	TI 6	TI 7	
1	1	1	1	2	1	2	2	1	2	1	2	2	1	1	1	3	3	3	3	4	3	3	3	4	4	3	4	4	4	
2	2	1	1	1	1	1	1	2	1	2	2	1	1	1	1	4	4	4	3	3	4	4	4	2	3	3	3	4	3	
3	1	2	2	1	2	2	1	2	2	1	1	2	2	2	2	4	4	4	3	4	4	3	4	3	3	3	2	4	3	
4	2	2	2	2	2	2	2	1	2	1	1	1	1	2	2	3	3	3	3	3	3	2	3	2	3	4	3	3	3	
5	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	
6	3	3	3	1	2	2	3	3	3	3	3	2	3	3	2	4	3	3	4	3	4	4	4	3	4	3	4	4	3	
7	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	4	3	4	4	3	
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9	3	3	3	1	1	2	3	2	3	2	1	1	1	3	1	3	3	3	3	3	3	3	3	3	3	3	3	4	3	
10	3	3	3	3	3	3	3	3	3	2	1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
11	2	2	2	2	2	2	2	2	2	2	2	1	2	2	2	3	3	3	3	3	3	3	3	4	3	4	3	4	4	
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14	2	2	2	3	3	2	2	3	2	3	3	3	2	2	3	3	3	3	3	3	3	3	3	4	3	4	3	3	4	
15	1	1	1	2	2	1	1	2	1	2	2	1	1	1	2	3	4	4	3	4	4	3	3	4	4	4	4	4	4	
16	2	2	2	1	2	2	2	1	2	1	1	1	1	1	2	3	3	3	3	3	3	3	3	4	4	4	4	4	4	
17	1	1	1	1	2	1	1	2	1	2	1	1	1	1	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
18	1	1	1	1	2	2	1	2	2	1	2	2	2	2	2	4	4	4	4	4	4	4	4	4	4	4	4	4	4	
19	2	2	2	2	2	2	2	1	2	1	1	2	2	2	2	3	3	3	3	3	3	3	3	4	3	4	3	4	4	
20	3	3	3	3	3	2	3	3	2	3	3	3	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	2	
21	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
22	3	3	2	2	2	3	3	3	3	3	3	2	3	3	3	3	3	4	3	3	3	3	3	3	3	3	3	3	3	
23	3	3	3	3	3	1	1	2	1	2	2	3	1	1	3	3	3	3	3	3	3	3	3	3	4	3	4	4	3	
24	1	1	2	2	2	3	3	2	3	2	1	2	3	3	2	3	4	3	3	4	4	3	3	4	4	4	4	4	4	
25	3	3	1	1	1	3	3	3	3	2	2	1	3	3	3	3	3	3	3	3	3	3	3	3	4	3	4	4	3	
26	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3	3	3	3	4	3	4	3	3	4	
27	3	3	3	3	3	2	2	1	2	3	3	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
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29	1	1	1	2	2	2	2	3	2	3	3	2	2	2	3	3	3	4	3	4	3	3	3	4	3	4	3	3	4	
30	2	2	2	2	1	1	1	2	1	2	2	1	1	1	2	3	4	3	3	3	4	3	3	4	3	4	4	3	4	

Analisis Faktor Variabel Kepuasan Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.806
Approx. Chi-Square		472.974
Bartlett's Test of Sphericity	df	105
	Sig.	.000

Component Matrix^a

	Component			
	1	2	3	4
KK1	.745	-.053	-.548	.281
KK2	.779	-.084	-.539	.170
KK3	.730	.062	-.607	-.086
KK4	.655	.544	-.070	-.345
KK5	.689	.502	-.033	-.407
KK6	.664	-.527	.284	-.313
KK7	.831	-.448	-.008	.005
KK8	.607	.054	.377	.453
KK9	.730	-.624	.079	-.100
KK10	.731	.342	.165	.382
KK11	.573	.470	.211	.428
KK12	.720	.441	.141	-.305
KK13	.873	-.216	.298	-.032
KK14	.858	-.433	.086	.011
KK15	.757	.299	.257	-.076

Extraction Method: Principal Component Analysis.

a. 4 components extracted.

Component Matrix^a

	Component
	1
KK1	.745
KK2	.779
KK3	.730
KK4	.655
KK5	.689
KK6	.664
KK7	.831
KK8	.607
KK9	.730
KK10	.731
KK11	.573
KK12	.720
KK13	.873
KK14	.858
KK15	.757

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Uji Reliabel Variabel Kepuasan Kerja

Scale : ALL VARIABLES

Case Processing Summary

		N	%
Valid		30	100.0
Cases	Excluded ^a	0	.0
Total		30	100.0

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

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.938	.937	15

Anti-image Matrices

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15
Anti-image Covariance	KK1	.063	-.039	.012	-.018	-.007	.008	-.026	-.019	.007	-.013	-.002	.015	-.004	.009	.023
	KK2	-.039	.038	-.034	.021	.019	-.010	.014	.018	-.003	.020	-.020	.005	.008	-.009	-.038
	KK3	.012	-.034	.076	-.035	-.050	.036	-.009	-.006	-.012	-.023	.043	-.027	-.005	-.003	.056
	KK4	-.018	.021	-.035	.188	-.025	-.046	-.037	.045	.041	-.005	-.024	-.056	.028	.002	-.045
	KK5	-.007	.019	-.050	-.025	.136	-.003	.027	.058	-.001	-.022	.018	-.042	-.016	-.001	-.069
	KK6	.008	-.010	.036	-.046	-.003	.121	-.005	.050	-.053	.001	.026	-.007	-.029	.002	-.007
	KK7	-.026	.014	-.009	-.037	.027	-.005	.090	.010	-.035	-.023	.013	.007	-.003	-.019	-.008
	KK8	-.019	.018	-.006	.045	.058	.050	.010	.305	-.001	-.040	.011	-.037	-.014	-.038	-.097
	KK9	.007	-.003	-.012	.041	-.001	-.053	-.035	-.001	.070	.012	-.014	-.007	.009	-.020	.004
	KK10	-.013	.020	-.023	-.005	-.022	.001	-.023	-.040	.012	.168	-.131	.056	.018	-.022	-.019
	KK11	-.002	-.020	.043	-.024	.018	.026	.013	.011	-.014	-.131	.186	-.090	-.043	.027	.031
	KK12	.015	.005	-.027	-.056	-.042	-.007	.007	-.037	-.007	.056	-.090	.212	-.010	-.004	-.005
	KK13	-.004	.008	-.005	.028	-.016	-.029	-.003	-.014	.009	.018	-.043	-.010	.107	-.046	-.025
	KK14	.009	-.009	-.003	.002	-.001	.002	-.019	-.038	-.020	-.022	.027	-.004	-.046	.067	.016
	KK15	.023	-.038	.056	-.045	-.069	-.007	-.008	-.097	.004	-.019	.031	-.005	-.025	.016	.120
Anti-image Correlation	KK1	.801 ^a	-.810	.179	-.163	-.076	.089	-.350	-.138	.113	-.126	-.020	.126	-.047	.142	.261
	KK2	-.810	.711 ^a	-.631	.245	.269	-.150	.247	.164	-.049	.253	-.236	.061	.130	-.178	-.564
	KK3	.179	-.631	.721 ^a	-.296	-.489	.378	-.106	-.042	-.159	-.204	.360	-.212	-.057	-.037	.587
	KK4	-.163	.245	-.296	.813 ^a	-.159	-.306	-.288	.186	.362	-.031	-.126	-.281	.198	.020	-.298
	KK5	-.076	.269	-.489	-.159	.803 ^a	-.027	.245	.285	-.014	-.144	.113	-.250	-.133	-.007	-.541
	KK6	.089	-.150	.378	-.306	-.027	.817 ^a	-.051	.258	-.579	.010	.177	-.043	-.259	.018	-.056
	KK7	-.350	.247	-.106	-.288	.245	-.051	.885 ^a	.061	-.444	-.183	.104	.053	-.035	-.250	-.073
	KK8	-.138	.164	-.042	.186	.285	.258	.061	.807 ^a	-.004	-.176	.048	-.145	-.079	-.262	-.507
	KK9	.113	-.049	-.159	.362	-.014	-.579	-.444	-.004	.836 ^a	.112	-.127	-.057	.102	-.288	.046
	KK10	-.126	.253	-.204	-.031	-.144	.010	-.183	-.176	.112	.805 ^a	-.741	.295	.134	-.208	-.136
	KK11	-.020	-.236	.360	-.126	.113	.177	.104	.048	-.127	-.741	.676 ^a	-.453	-.305	.240	.208
	KK12	.126	.061	-.212	-.281	-.250	-.043	.053	-.145	-.057	.295	-.453	.877 ^a	-.067	-.032	-.034
	KK13	-.047	.130	-.057	.198	-.133	-.259	-.035	-.079	.102	.134	-.305	-.067	.898 ^a	-.539	-.217
	KK14	.142	-.178	-.037	.020	-.007	.018	-.250	-.262	-.288	-.208	.240	-.032	-.539	.887 ^a	.174
	KK15	.261	-.564	.587	-.298	-.541	-.056	-.073	-.507	.046	-.136	.208	-.034	-.217	.174	.728 ^a

a. Measures of Sampling Adequacy(MSA)

Analisis Faktor Variabel Stres Kerja

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.794
Approx. Chi-Square		204.109
Bartlett's Test of Sphericity	df	28
	Sig.	.000

Component Matrix^a

	Component	
	1	
SK1		.906
SK2		.811
SK3		.763
SK4		.788
SK5		.649
SK6		.888
SK7		.708
SK8		.853

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Uji Reliabel Variabel Stres Kerja

Scale : ALL VARIABLES

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	Cronbach's Alpha Based on Standardized Items	N of Items
.916	.917	8

Anti-image Matrices

		SK1	SK2	SK3	SK4	SK5	SK6	SK7	SK8
Anti-image Covariance	SK1	.075	.019	-.050	-.048	.021	-.037	-.023	-.071
	SK2	.019	.133	-.090	.062	-.078	-.097	-.074	-.005
	SK3	-.050	-.090	.295	.027	-.124	.070	-.033	.008
	SK4	-.048	.062	.027	.238	-.103	-.044	-.066	-.005
	SK5	.021	-.078	-.124	-.103	.417	.020	.042	.012
	SK6	-.037	-.097	.070	-.044	.020	.115	.052	.007
	SK7	-.023	-.074	-.033	-.066	.042	.052	.551	-.011
	SK8	-.071	-.005	.008	-.005	.012	.007	-.011	.140
Anti-image Correlation	SK1	.778 ^a	.190	-.341	-.360	.122	-.403	-.113	-.697
	SK2	.190	.695 ^a	-.453	.347	-.329	-.784	-.272	-.035
	SK3	-.341	-.453	.790 ^a	.102	-.352	.380	-.083	.038
	SK4	-.360	.347	.102	.840 ^a	-.326	-.268	-.181	-.027
	SK5	.122	-.329	-.352	-.326	.818 ^a	.089	.088	.048
	SK6	-.403	-.784	.380	-.268	.089	.749 ^a	.208	.058
	SK7	-.113	-.272	-.083	-.181	.088	.208	.912 ^a	-.041
	SK8	-.697	-.035	.038	-.027	.048	.058	-.041	.855 ^a

a. Measures of Sampling Adequacy(MSA)

Analisis Faktor Variabel *Turnover Intention*

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.614
Approx. Chi-Square	188.263
Bartlett's Test of Sphericity df	15
Sig.	.000

Component Matrix^a

	Component		
	1	2	3
TI1	.801	-.419	.257
TI2	.808	.098	-.542
TI3	.756	-.382	.389
TI4	.450	.739	.432
TI5	.814	.061	-.424
TI6	.713	.143	-.457
TI7	.848	-.411	.301
TI8	.563	.727	.282

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Component Matrix^a

	Component
	1
TI1	.844
TI2	.813
TI3	.783
TI5	.815
TI6	.708
TI7	.886

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Uji Reliabel Variabel *Turnover Intention*

Scale : ALL VARIABLES

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	Cronbach's Alpha Based on Standardized Items	N of Items
.893	.894	6

Anti-image Matrices

		TI1	TI2	TI3	TI5	TI6	TI7
Anti-image Covariance	TI1	.091	-.023	.059	.018	.052	-.053
	TI2	-.023	.088	-.011	-.094	-.113	.015
	TI3	.059	-.011	.143	.010	.043	-.061
	TI5	.018	-.094	.010	.134	.087	-.016
	TI6	.052	-.113	.043	.087	.291	-.038
	TI7	-.053	.015	-.061	-.016	-.038	.040
	TI1	.627 ^a	-.253	.515	.162	.319	-.874
Anti-image Correlation	TI2	-.253	.591 ^a	-.099	-.867	-.707	.246
	TI3	.515	-.099	.645 ^a	.074	.210	-.811
	TI5	.162	-.867	.074	.651 ^a	.438	-.215
	TI6	.319	-.707	.210	.438	.593 ^a	-.356
	TI7	-.874	.246	-.811	-.215	-.356	.587 ^a

a. Measures of Sampling Adequacy(MSA)

TABULASI RESPONDEN

N O	KEPUASAN KERJA															STRES KERJA								TURNOVER INTENTION							
	KK 1	KK 2	KK 3	KK 4	KK 5	KK 6	KK 7	KK 8	KK 9	KK1 0	KK1 1	KK1 2	KK1 3	KK1 4	KK1 5	SK 1	SK 2	SK 3	SK 4	SK 5	SK 6	SK 7	SK 8	TI 1	TI 2	TI 3	TI 5	TI 6	TI 7		
1	2	2	2	2	2	2	3	3	3	2	2	2	2	2	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3		
2	2	2	2	2	1	2	2	2	2	2	2	2	2	1	2	2	3	3	3	3	3	3	3	3	3	3	3	2	2	2	
3	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
4	2	2	2	2	2	2	2	2	2	2	2	1	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	
5	2	2	2	2	2	1	2	1	2	2	2	2	2	2	2	3	4	4	3	3	3	2	3	3	3	3	3	3	2	3	
6	2	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	4	3	3	4	3	3	3	3	3	3	3	2	2	
7	2	2	2	1	1	1	2	2	2	2	2	2	1	1	1	3	4	3	3	2	3	3	3	3	3	3	2	3	2	3	
8	1	1	1	2	1	1	2	2	2	2	2	2	1	1	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	2	
9	1	1	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
10	2	2	2	3	3	3	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	
11	3	3	3	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
12	2	1	2	2	2	2	2	2	2	2	2	2	2	2	1	3	3	3	3	4	3	3	4	3	3	3	3	3	3	3	
13	1	1	1	1	1	1	2	1	2	1	1	2	1	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
14	2	1	1	2	1	1	1	1	1	2	1	2	2	2	2	3	3	3	3	3	4	3	3	3	3	4	2	2	1	3	
15	2	2	2	2	2	2	2	1	1	2	2	2	2	2	2	3	3	3	3	3	3	4	3	4	3	3	3	3	3	3	
16	2	2	2	2	2	2	2	2	2	2	2	2	2	1	2	3	4	4	4	3	4	3	4	4	4	4	3	2	1	3	
17	2	1	2	2	1	2	2	2	2	2	2	1	2	2	2	3	3	3	3	3	3	3	4	3	3	3	3	2	3	3	
18	2	2	2	2	2	2	2	1	2	2	2	2	2	2	2	3	3	3	3	3	4	3	3	3	3	4	4	3	3	3	
19	2	2	1	2	2	1	2	2	2	2	2	2	1	2	1	3	4	4	4	4	4	3	3	4	4	3	2	2	2	3	
20	2	2	2	2	2	2	2	2	1	2	2	2	2	2	2	3	3	3	4	3	4	3	2	4	4	4	3	2	1	3	
21	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	4	4	4	4	2	3	3	3	3	3	4	4	4	4	3	4
22	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
23	2	1	2	2	1	2	2	2	2	2	1	2	2	2	2	2	4	3	3	2	3	3	3	3	3	3	3	1	1	2	
24	2	2	2	2	2	2	2	1	2	2	2	2	2	3	3	2	3	3	3	1	2	2	3	3	3	3	1	3	3	2	
25	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
26	2	2	1	2	2	1	2	2	2	2	2	2	1	2	2	3	4	3	3	3	3	4	2	4	3	3	3	1	1	3	
27	2	2	2	2	2	2	2	2	1	2	2	1	2	2	2	3	3	3	3	3	3	2	3	3	3	3	2	2	2	3	
28	1	1	1	1	1	1	2	2	2	1	1	2	1	2	1	2	3	3	3	3	3	3	3	3	3	3	3	3	2	2	
29	2	1	1	2	1	1	1	1	1	2	1	2	1	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
30	2	2	2	2	2	2	2	1	1	2	2	3	2	2	2	3	4	4	4	1	4	2	3	4	3	2	2	1	3	3	
31	3	3	3	3	3	3	2	2	2	3	3	2	3	2	2	3	3	3	3	3	3	2	3	3	3	3	3	3	3	3	3
32	2	2	2	2	2	2	3	3	3	2	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	2	2	2	
33	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	2	3	3	3	3	3	3	3	1	1	2	
34	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	2	2	3	
35	2	2	1	2	2	1	2	2	2	2	2	2	1	1	2	3	4	4	3	3	3	2	3	3	3	3	3	3	2	3	
36	2	2	2	2	2	2	2	2	1	2	2	2	2	1	1	2	3	4	3	3	3	4	3	3	3	3	3	3	3	2	2
37	2	2	2	2	2	2	2	2	2	2	2	2	2	1	1	3	4	3	3	2	3	3	3	3	3	3	3	2	3	2	3
38	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	3	3	3	3	3	3	3	3	3	2	2
39	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	3	3	3	3	2	3	3	3	3	3	3	1	1	2	
40	2	2	2	2	2	1	2	2	2	2	2	2	1	1	2	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3	3

Asumsi Klasik

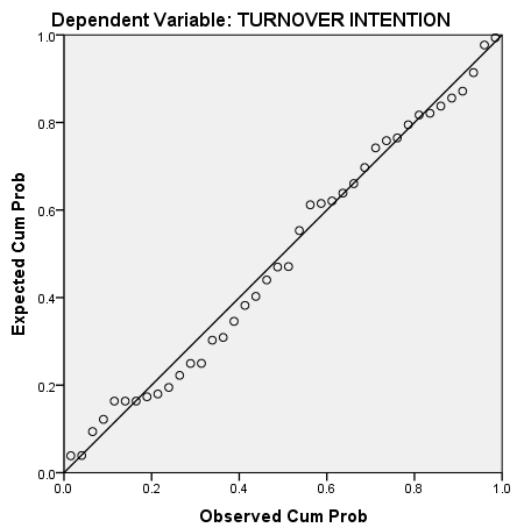
One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	0E-7
	Std. Deviation	.72806694
	Absolute	.081
Most Extreme Differences	Positive	.081
	Negative	-.065
Kolmogorov-Smirnov Z		.512
Asymp. Sig. (2-tailed)		.956

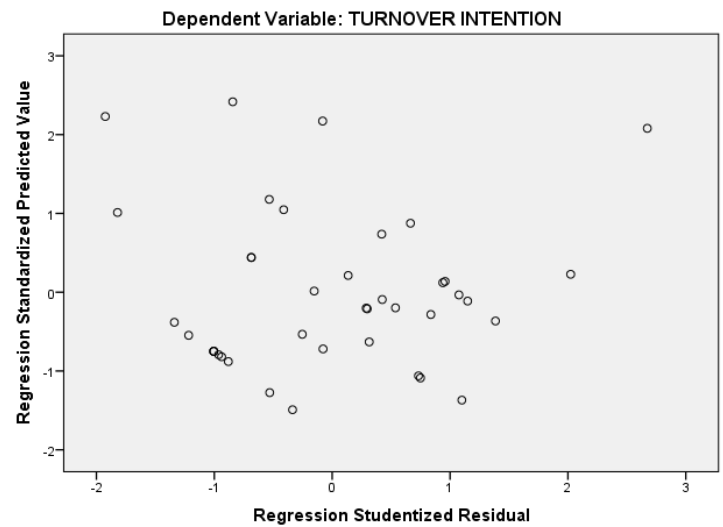
a. Test distribution is Normal.

b. Calculated from data.

Normal P-P Plot of Regression Standardized Residual



Scatterplot



Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.686 ^a	.470	.441	.74748547	2.190

a. Predictors: (Constant), STRES KERJA, KEPUASAN KERJA

b. Dependent Variable: TURNOVER INTENTION

Regresi Linear Berganda

Regression

Descriptive Statistics

	Mean	Std. Deviation	N
TURNOVER INTENTION	0E-7	1.00000000	40
KEPUASAN KERJA	0E-7	1.00000000	40
STRES KERJA	0E-7	1.00000000	40

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	STRES KERJA, KEPUASAN KERJA ^b		Enter

a. Dependent Variable: TURNOVER INTENTION

b. All requested variables entered.

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	18.327	2	9.163	16.400	.000 ^b
	Residual	20.673	37	.559		
	Total	39.000	39			

a. Dependent Variable: TURNOVER INTENTION

b. Predictors: (Constant), STRES KERJA, KEPUASAN KERJA

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.064E-17	.118		.000	1.000
	KEPUASAN KERJA	.174	.120	.174	1.457	.154
	STRES KERJA	.657	.120	.657	5.489	.000

a. Dependent Variable: TURNOVER INTENTION