

DAFTAR PERNYATAAN

Kepada Yth. Para Responden

Saya adalah mahasiswa dari Universitas Esa Unggul yang sedang melakukan penelitian yang berjudul **“Pengaruh Stres Kerja dan Kepuasan Kerja Terhadap *Turnover Intention* pada PT. LOPA Jakarta”** dalam rangka menyelesaikan tugas akhir saya. Oleh karena itu saya mohon kesediaan Anda untuk mengisi kuesioner ini dengan yang sebenar-benarnya tanpa adanya paksaan dari pihak manapun.

Data Responden:

1. Jenis Kelamin : Pria Wanita
2. Umur : 21-30 tahun 31-40 tahun > 40 tahun
3. Masa Kerja : 1-5 tahun 6-10 tahun > 10 tahun
4. Status Perkawinan : Menikah Belum Menikah

Petunjuk Pengisian Kuesioner:

1. Pilihlah jawaban yang paling tepat untuk Anda.
2. Berikan tanda \surd (checklist) atau \times (silang) pada kolom pilihan Anda.

STS = Sangat Tidak Setuju S = Setuju

TS = Tidak Setuju SS = Sangat Setuju

N = Netral

DAFTAR PERNYATAAN

I. VARIABEL STRES KERJA

| No. | PERTANYAAN | STS | TS | RR | S | SS |
|-----|---|-----|----|----|---|----|
| 1. | Ketidakpastian ekonomi perusahaan membuat saya merasa cemas terhadap kelangsungan pekerjaan saya. | | | | | |
| 2. | Keadaan bisnis perusahaan membuat saya merasa cemas terhadap kelangsungan pekerjaan saya. | | | | | |
| 3. | Perkembangan teknologi membuat ketrampilan dan pengalaman saya menjadi usang dalam waktu singkat. | | | | | |
| 4. | Saya sulit beradaptasi dengan perkembangan teknologi. | | | | | |
| 5. | Target perusahaan dan tuntutan tugas terlalu tinggi sehingga memberatkan tugas-tugas saya. | | | | | |
| 6. | Dalam bekerja saya selalu dikejar oleh waktu untuk menyelesaikan tugas dengan baik. | | | | | |
| 7. | Saya mendapat banyak tugas pekerjaan yang tak mungkin dapat diselesaikan dalam satu hari normal. | | | | | |
| 8. | Tanggung jawab yang diberikan perusahaan kepada saya sangat memberatkan. | | | | | |
| 9. | Saya merasa kurang jelas dengan informasi dari perusahaan tentang peran saya di perusahaan. | | | | | |
| 10. | Saya merasa kurang jelas tentang harapan perusahaan terhadap saya. | | | | | |
| 11. | Saya tidak memiliki hubungan yang baik dengan rekan kerja. | | | | | |
| 12. | Atasan bertindak kurang adil dalam pembagian pekerjaan kepada bawahan. | | | | | |
| 13. | Saya merasa tidak memiliki waktu untuk mengambil cuti istirahat. | | | | | |
| 14. | Keluarga saya kurang mendukung saya bekerja di perusahaan ini. | | | | | |

DAFTAR PERNYATAAN

II. VARIABEL KEPUASAN KERJA

| No. | PERTANYAAN | STS | TS | RR | S | SS |
|-----|---|-----|----|----|---|----|
| 15. | Pekerjaan yang saya lakukan tidak menantang dan membosankan. | | | | | |
| 16. | Saya tidak diberi kesempatan untuk menggunakan kemampuan dan keahlian saya dalam bekerja. | | | | | |
| 17. | Saya tidak diberi kebebasan oleh atasan dalam mengerjakan pekerjaan saya. | | | | | |
| 18. | Gaji yang diberikan tidak sesuai harapan saya. | | | | | |
| 19. | Gaji yang saya terima tidak dapat memenuhi kebutuhan hidup saya dan keluarga saya. | | | | | |
| 20. | Gaji yang diberikan tidak sesuai dengan tanggung jawab pekerjaan saya. | | | | | |
| 21. | Kebijakan promosi di dalam perusahaan tidak jelas. | | | | | |
| 22. | Promosi di dalam perusahaan dilakukan secara obyektif. | | | | | |
| 23. | Atasan kurang tegas dalam memberikan peringatan kepada karyawan. | | | | | |
| 24. | Atasan tidak memberikan penghargaan terhadap keberhasilan karyawan dalam menjalankan tugas. | | | | | |
| 25. | Rekan kerja saya tidak bersikap ramah kepada saya. | | | | | |
| 26. | Rekan kerja tidak bersedia membantu saya dalam menyelesaikan pekerjaan saya. | | | | | |
| 27. | Saya tidak dapat bekerja sama dengan baik dengan rekan kerja saya. | | | | | |

DAFTAR PERNYATAAN

III. TURNOVER INTENTION

| No. | PERTANYAAN | STS | TS | RR | S | SS |
|-----|--|-----|----|----|---|----|
| 28. | Saya sering berpikir untuk meninggalkan perusahaan. | | | | | |
| 29. | Saya merasa tidak akan tetap tinggal di perusahaan sampai dengan 1 tahun dengan 1 tahun mendatang. | | | | | |
| 30. | Saya sering mencari informasi lowongan pekerjaan di tempat lain. | | | | | |
| 31. | Saya mengirimkan lamaran pekerjaan di tempat lain. | | | | | |

* ATAS KERJASAMANYA SAYA UCAPKAN TERIMA KASIH *

Tabulasi Pre-Test Stres Kerja

| Responden | Pernyataan | | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | K09 | K10 | K11 | K12 | K13 | K14 |
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| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
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| 18 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 4 | 2 | 2 | 2 | 2 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 20 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 22 | 3 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 |
| 23 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 24 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 |
| 25 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 3 |
| 26 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 4 | 4 |
| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 28 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 3 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 2 | 3 | 3 |

Sumber: Data Diolah, 2015

Tabulasi Pre-Test Kepuasan Kerja

| Responden | Pernyataan | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K15 | K16 | K17 | K18 | K19 | K20 | K21 | K22 | K23 | K24 | K25 | K26 | K27 |
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| 3 | 4 | 4 | 3 | 4 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 4 | 3 |
| 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 |
| 6 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 7 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |
| 9 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 10 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 11 | 3 | 3 | 3 | 3 | 2 | 4 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 12 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 |
| 13 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
| 14 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 |
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| 16 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 17 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 |
| 18 | 3 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 3 | 2 | 3 | 2 | 3 |
| 19 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 |
| 22 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 3 | 3 | 3 |
| 23 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 24 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 4 |
| 25 | 3 | 3 | 4 | 3 | 3 | 4 | 4 | 3 | 4 | 3 | 4 | 3 | 4 |
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| 27 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 28 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 4 | 3 | 3 | 4 |
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| 30 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |

Sumber: Data Diolah, 2015

Tabulasi Pre-Test *Turnover Intention*

| Responden | Pernyataan | | | |
|-----------|------------|-----|-----|-----|
| | K28 | K29 | K30 | K31 |
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| 2 | 4 | 4 | 4 | 4 |
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| 5 | 4 | 4 | 4 | 4 |
| 6 | 3 | 3 | 3 | 3 |
| 7 | 3 | 3 | 3 | 2 |
| 8 | 3 | 3 | 3 | 3 |
| 9 | 3 | 3 | 2 | 3 |
| 10 | 3 | 3 | 3 | 3 |
| 11 | 3 | 3 | 3 | 2 |
| 12 | 3 | 3 | 3 | 3 |
| 13 | 3 | 3 | 3 | 3 |
| 14 | 3 | 3 | 3 | 3 |
| 15 | 3 | 3 | 3 | 2 |
| 16 | 3 | 3 | 3 | 3 |
| 17 | 2 | 3 | 2 | 3 |
| 18 | 2 | 1 | 3 | 4 |
| 19 | 3 | 3 | 3 | 3 |
| 20 | 4 | 4 | 4 | 4 |
| 21 | 4 | 4 | 4 | 4 |
| 22 | 4 | 3 | 3 | 4 |
| 23 | 3 | 3 | 3 | 3 |
| 24 | 2 | 3 | 3 | 2 |
| 25 | 3 | 3 | 3 | 3 |
| 26 | 3 | 3 | 3 | 3 |
| 27 | 3 | 3 | 3 | 3 |
| 28 | 3 | 3 | 3 | 3 |
| 29 | 3 | 3 | 3 | 3 |
| 30 | 3 | 3 | 3 | 3 |

Sumber: Data Diolah, 2015

Tabulasi Kuesioner Stres Kerja

| Responden | Pernyataan | | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | K09 | K10 | K11 | K12 | K13 | K14 |
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Tabulasi Kuesioner Stres Kerja

| Responden | Pernyataan | | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | K09 | K10 | K11 | K12 | K13 | K14 |
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| 74 | 4 | 3 | 2 | 4 | 3 | 4 | 4 | 3 | 4 | 3 | 3 | 2 | 4 | 4 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 76 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
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| 83 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 |
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| 91 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 |
| 92 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 3 | 3 |
| 93 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 |
| 94 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 |
| 95 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 |
| 96 | 3 | 3 | 4 | 3 | 4 | 3 | 3 | 4 | 3 | 3 | 3 | 3 | 3 | 4 |
| 97 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 98 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 99 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 4 | 4 | 4 |
| 100 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 3 | 3 |

Sumber: Data Diolah, 2015

Tabulasi Kuesioner Kepuasan Kerja

| Responden | Pernyataan | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K15 | K16 | K17 | K18 | K19 | K20 | K21 | K22 | K23 | K24 | K25 | K26 | K27 |
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| 38 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
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| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 46 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 47 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
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| 61 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 62 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 |
| 63 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 2 | 2 |
| 64 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 2 | 2 | 3 | 3 |
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Tabulasi Kuesioner Kepuasan Kerja

| Responden | Pernyataan | | | | | | | | | | | | |
|-----------|------------|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|-----|
| | K15 | K16 | K17 | K18 | K19 | K20 | K21 | K22 | K23 | K24 | K25 | K26 | K27 |
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| 70 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 71 | 2 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 |
| 72 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 73 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 74 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 2 | 3 | 2 |
| 75 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 76 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 |
| 77 | 3 | 3 | 3 | 3 | 2 | 2 | 3 | 3 | 3 | 3 | 5 | 3 | 3 |
| 78 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 2 | 3 | 3 | 2 | 2 | 3 |
| 79 | 5 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 80 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 81 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 |
| 82 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 2 | 2 | 2 |
| 83 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 84 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 |
| 85 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 2 | 3 | 3 | 3 | 3 |
| 86 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 87 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 |
| 88 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 2 | 3 | 3 | 3 | 3 |
| 89 | 3 | 3 | 3 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 3 | 2 |
| 90 | 3 | 3 | 3 | 5 | 2 | 2 | 2 | 3 | 2 | 2 | 5 | 2 | 3 |
| 91 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 3 | 2 | 3 |
| 92 | 3 | 2 | 3 | 3 | 5 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 |
| 93 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 |
| 94 | 2 | 2 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 2 | 2 | 2 |
| 95 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 3 |
| 96 | 3 | 2 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 2 | 3 | 3 | 2 |
| 97 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 98 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 |
| 99 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 2 | 2 | 2 | 2 |
| 100 | 2 | 3 | 2 | 3 | 2 | 3 | 3 | 2 | 3 | 3 | 3 | 3 | 2 |

Sumber: Data Diolah, 2015

Tabulasi Kuesioner *Turnover Intention*

| Responden | Pernyataan | | | |
|-----------|------------|-----|-----|-----|
| | K28 | K29 | K30 | K31 |
| 1 | 3 | 3 | 3 | 3 |
| 2 | 2 | 3 | 3 | 3 |
| 3 | 4 | 3 | 2 | 3 |
| 4 | 3 | 4 | 3 | 3 |
| 5 | 3 | 3 | 4 | 3 |
| 6 | 3 | 3 | 3 | 3 |
| 7 | 2 | 2 | 3 | 3 |
| 8 | 3 | 3 | 3 | 3 |
| 9 | 3 | 4 | 3 | 3 |
| 10 | 3 | 3 | 3 | 3 |
| 11 | 3 | 3 | 4 | 3 |
| 12 | 3 | 3 | 3 | 3 |
| 13 | 3 | 3 | 3 | 3 |
| 14 | 3 | 4 | 3 | 3 |
| 15 | 3 | 3 | 2 | 3 |
| 16 | 2 | 4 | 3 | 3 |
| 17 | 3 | 3 | 3 | 3 |
| 18 | 3 | 2 | 3 | 2 |
| 19 | 3 | 3 | 3 | 3 |
| 20 | 3 | 2 | 3 | 3 |
| 21 | 3 | 3 | 3 | 4 |
| 22 | 3 | 3 | 4 | 3 |
| 23 | 4 | 3 | 3 | 3 |
| 24 | 3 | 4 | 3 | 3 |
| 25 | 3 | 3 | 3 | 3 |
| 26 | 3 | 3 | 3 | 3 |
| 27 | 3 | 4 | 4 | 3 |
| 28 | 3 | 3 | 4 | 3 |
| 29 | 3 | 4 | 2 | 3 |
| 30 | 4 | 3 | 4 | 4 |
| 31 | 4 | 3 | 4 | 3 |
| 32 | 3 | 3 | 3 | 3 |
| 33 | 4 | 4 | 4 | 4 |
| 34 | 3 | 3 | 3 | 3 |

Tabulasi Kuesioner *Turnover Intention*

| Responden | Pernyataan | | | |
|-----------|------------|-----|-----|-----|
| | K28 | K29 | K30 | K31 |
| 35 | 3 | 3 | 3 | 2 |
| 36 | 3 | 4 | 3 | 3 |
| 37 | 3 | 3 | 2 | 3 |
| 38 | 3 | 3 | 3 | 3 |
| 39 | 3 | 3 | 3 | 2 |
| 40 | 3 | 3 | 3 | 3 |
| 41 | 3 | 2 | 3 | 3 |
| 42 | 3 | 3 | 4 | 3 |
| 43 | 3 | 3 | 3 | 2 |
| 44 | 3 | 3 | 3 | 3 |
| 45 | 2 | 3 | 2 | 3 |
| 46 | 2 | 2 | 3 | 4 |
| 47 | 3 | 3 | 3 | 3 |
| 48 | 4 | 3 | 4 | 4 |
| 49 | 4 | 4 | 4 | 4 |
| 50 | 4 | 3 | 3 | 4 |
| 51 | 3 | 3 | 3 | 3 |
| 52 | 2 | 3 | 3 | 2 |
| 53 | 3 | 3 | 3 | 3 |
| 54 | 3 | 3 | 3 | 3 |
| 55 | 3 | 3 | 3 | 3 |
| 56 | 3 | 3 | 3 | 3 |
| 57 | 3 | 3 | 3 | 3 |
| 58 | 3 | 3 | 3 | 3 |
| 59 | 2 | 2 | 3 | 3 |
| 60 | 3 | 3 | 3 | 3 |
| 61 | 3 | 3 | 3 | 3 |
| 62 | 3 | 4 | 4 | 3 |
| 63 | 3 | 3 | 3 | 3 |
| 64 | 3 | 3 | 3 | 3 |
| 65 | 4 | 4 | 3 | 4 |
| 66 | 3 | 3 | 3 | 3 |
| 67 | 3 | 3 | 3 | 3 |
| 68 | 3 | 3 | 3 | 4 |

Tabulasi Kuesioner *Turnover Intention*

| Responden | Pernyataan | | | |
|-----------|------------|-----|-----|-----|
| | K28 | K29 | K30 | K31 |
| 69 | 4 | 3 | 3 | 3 |
| 70 | 3 | 3 | 3 | 3 |
| 71 | 3 | 3 | 3 | 2 |
| 72 | 3 | 3 | 3 | 3 |
| 73 | 3 | 3 | 3 | 3 |
| 74 | 4 | 4 | 4 | 3 |
| 75 | 3 | 3 | 3 | 3 |
| 76 | 3 | 3 | 3 | 3 |
| 77 | 3 | 3 | 3 | 3 |
| 78 | 4 | 3 | 4 | 4 |
| 79 | 3 | 3 | 3 | 3 |
| 80 | 3 | 4 | 3 | 3 |
| 81 | 3 | 3 | 3 | 3 |
| 82 | 3 | 4 | 3 | 3 |
| 83 | 3 | 3 | 3 | 2 |
| 84 | 3 | 3 | 3 | 3 |
| 85 | 3 | 3 | 4 | 3 |
| 86 | 4 | 3 | 3 | 3 |
| 87 | 3 | 3 | 3 | 3 |
| 88 | 3 | 4 | 3 | 3 |
| 89 | 3 | 3 | 4 | 3 |
| 90 | 4 | 3 | 3 | 3 |
| 91 | 3 | 3 | 3 | 3 |
| 92 | 3 | 3 | 3 | 3 |
| 93 | 3 | 3 | 3 | 3 |
| 94 | 4 | 3 | 4 | 3 |
| 95 | 2 | 3 | 2 | 3 |
| 96 | 4 | 3 | 3 | 4 |
| 97 | 4 | 3 | 3 | 3 |
| 98 | 3 | 3 | 4 | 3 |
| 99 | 4 | 4 | 3 | 4 |
| 100 | 3 | 4 | 3 | 3 |

Sumber: Data Diolah, 2015

1. KMO Stres Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .753 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 292.058 |
| | df | 91 |
| | Sig. | .000 |

Sumber: Data Diolah, 2015

2. KMO Kepuasan Kerja

KMO and Bartlett's Test

| | | |
|--|--------------------|---------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .738 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 286.681 |
| | df | 78 |
| | Sig. | .000 |

Sumber: Data Diolah, 2015

3. KMO *Turnover Intention*

KMO and Bartlett's Test

| | | |
|--|--------------------|--------|
| Kaiser-Meyer-Olkin Measure of Sampling Adequacy. | | .668 |
| Bartlett's Test of Sphericity | Approx. Chi-Square | 59.714 |
| | df | 6 |
| | Sig. | .000 |

Sumber: Data Diolah, 2015

4. MSA Stres Kerja

Anti-image Matrices

| | K01 | K02 | K03 | K04 | K05 | K06 | K07 | K08 | K09 | K10 | K11 | K12 | K13 | K14 |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | K01 | .326 | -.091 | -.051 | .068 | -.090 | .059 | -.072 | .033 | .001 | .099 | .036 | .062 | -.102 |
| | K02 | -.091 | .167 | -.017 | -.083 | .028 | -.103 | .031 | .032 | .014 | .028 | .056 | -.053 | .030 |
| | K03 | -.051 | -.017 | .321 | .013 | .124 | -.047 | .040 | .028 | -.059 | -.115 | -.032 | -.034 | -.028 |
| | K04 | .068 | -.083 | .013 | .430 | -.016 | .097 | -.032 | -.013 | -.100 | -.085 | -.039 | .037 | -.068 |
| | K05 | -.090 | .028 | .124 | -.016 | .353 | -.015 | .025 | -.068 | -.126 | -.069 | .008 | -.017 | -.069 |
| | K06 | .059 | -.103 | -.047 | .097 | -.015 | .259 | -.033 | .132 | -.074 | .019 | -.115 | .048 | -.068 |
| | K07 | -.072 | .031 | .040 | -.032 | .025 | -.033 | .047 | -.026 | .004 | -.040 | -.028 | -.040 | .037 |
| | K08 | .026 | -.079 | -.088 | .005 | -.068 | .132 | -.025 | .185 | -.099 | .054 | -.063 | .028 | .002 |
| | K09 | .033 | .032 | .028 | -.013 | -.068 | -.074 | -.026 | .359 | -.005 | -.043 | .027 | .003 | .051 |
| | K10 | .001 | .014 | -.059 | -.100 | -.126 | -.132 | .004 | -.005 | .357 | -.042 | .089 | .000 | .029 |
| | K11 | .099 | .028 | -.115 | -.085 | -.069 | .019 | -.040 | -.043 | -.042 | .441 | .067 | .019 | -.091 |
| | K12 | .036 | .056 | -.032 | -.039 | .008 | -.115 | -.028 | .027 | .089 | .067 | .204 | -.003 | -.038 |
| | K13 | .062 | -.053 | -.034 | .037 | -.017 | .048 | -.040 | .003 | .000 | .019 | -.003 | .049 | -.047 |
| | K14 | -.102 | .030 | -.028 | -.068 | -.069 | .037 | .002 | .051 | .029 | -.091 | -.038 | -.047 | .219 |
| Anti-image Correlation | K01 | .703 ^a | -.389 | -.157 | .183 | -.266 | .205 | -.584 | .105 | .096 | .262 | .139 | .494 | -.383 |
| | K02 | -.389 | .748 ^a | -.074 | -.311 | .116 | -.495 | .351 | -.448 | .131 | .102 | .304 | -.591 | .159 |
| | K03 | -.157 | -.074 | .821 ^a | .034 | .369 | -.162 | .323 | -.363 | .083 | -.305 | -.124 | -.271 | -.106 |
| | K04 | .183 | -.311 | .034 | .853 ^a | -.041 | .290 | -.228 | .018 | -.034 | -.196 | -.133 | .253 | -.220 |
| | K05 | -.266 | .116 | .369 | -.041 | .799 ^a | -.048 | .192 | -.266 | -.190 | -.354 | .031 | -.133 | -.249 |
| | K06 | .205 | -.495 | -.162 | .290 | -.048 | .519 ^a | -.295 | .602 | -.435 | .056 | -.502 | .432 | -.287 |
| | K07 | -.584 | .351 | .323 | -.228 | .192 | -.295 | .714 ^a | -.266 | -.203 | -.276 | -.283 | -.841 | .366 |
| | K08 | .105 | -.448 | -.363 | .018 | -.266 | .602 | -.266 | .734 ^a | -.384 | .189 | -.324 | .292 | .012 |
| | K09 | .096 | .131 | .083 | -.034 | -.190 | -.242 | -.203 | -.384 | .875 ^a | -.107 | .101 | .022 | .183 |
| | K10 | .003 | .058 | -.174 | -.256 | -.354 | -.435 | .032 | -.210 | -.015 | -.107 | .331 | -.002 | .103 |
| | K11 | .262 | .102 | -.305 | -.196 | -.175 | .056 | -.276 | .189 | -.107 | .796 ^a | .223 | .128 | -.293 |
| | K12 | .139 | .304 | -.124 | -.133 | .031 | -.502 | -.283 | -.324 | .331 | .223 | .802 ^a | -.033 | -.181 |
| | K13 | .494 | -.591 | -.271 | .253 | -.133 | .432 | .292 | .022 | -.002 | .128 | -.033 | .700 ^a | -.459 |
| | K14 | -.383 | .159 | -.106 | -.220 | -.249 | -.287 | .366 | .183 | .103 | -.293 | -.181 | -.459 | .809 ^a |

a. Measures of Sampling Adequacy(MSA)

Sumber: Data Diolah, 2015

5. MSA Kepuasan Kerja

Anti-image Matrices

| | K15 | K16 | K17 | K18 | K19 | K20 | K21 | K22 | K23 | K24 | K25 | K26 | K27 |
|------------------------|-----|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | K15 | .240 | -.061 | -.043 | -.014 | -.080 | -.009 | -.094 | -.027 | .081 | .054 | -.102 | -.101 |
| | K16 | -.061 | .152 | .026 | -.075 | .050 | -.037 | -.058 | .011 | -.061 | -.024 | -.030 | .052 |
| | K17 | -.043 | .026 | .050 | -.007 | -.048 | -.007 | -.059 | -.048 | -.053 | -.058 | .035 | .074 |
| | K18 | -.014 | -.075 | -.007 | .193 | -.075 | .033 | .021 | .002 | .040 | -.020 | -.039 | -.049 |
| | K19 | -.080 | .050 | -.048 | -.075 | .391 | .031 | .030 | .034 | -.016 | .048 | .030 | -.034 |
| | K20 | .009 | -.037 | -.007 | .033 | .323 | -.015 | -.048 | -.066 | -.040 | -.025 | .020 | -.018 |
| | K21 | .094 | -.058 | -.059 | .021 | .030 | -.015 | .008 | .018 | .067 | .050 | -.080 | -.144 |
| | K22 | -.059 | -.035 | .034 | -.056 | -.013 | -.048 | .593 | .009 | -.078 | -.038 | .065 | .073 |
| | K23 | -.027 | .011 | -.048 | .002 | .034 | -.066 | .009 | .328 | -.010 | .041 | .020 | -.058 |
| | K24 | .081 | -.061 | -.053 | .040 | -.016 | -.040 | -.078 | -.010 | .145 | .070 | -.085 | -.113 |
| | K25 | .054 | -.024 | -.058 | -.020 | .048 | -.025 | .050 | .041 | .070 | .092 | -.046 | -.083 |
| | K26 | -.102 | -.030 | .035 | -.039 | .030 | -.080 | .065 | .020 | -.085 | -.046 | .210 | .099 |
| | K27 | -.101 | .052 | .074 | -.049 | -.034 | -.144 | .073 | -.058 | -.113 | -.083 | .099 | .220 |
| Anti-image Correlation | K15 | .737 ^a | -.320 | -.391 | -.065 | -.261 | .034 | -.157 | -.098 | .432 | .363 | -.452 | -.439 |
| | K16 | -.320 | .817 ^a | .292 | -.437 | .207 | -.168 | -.117 | .050 | -.409 | -.201 | -.169 | .286 |
| | K17 | -.391 | .292 | .629 ^a | -.074 | -.341 | -.059 | .196 | -.371 | -.623 | -.845 | .343 | .705 |
| | K18 | -.065 | -.437 | -.074 | .889 ^a | -.274 | .134 | -.167 | .007 | .241 | -.154 | -.195 | -.240 |
| | K19 | -.261 | .207 | -.341 | -.274 | .824 ^a | .088 | -.028 | .096 | -.065 | .254 | .105 | -.117 |
| | K20 | .034 | -.168 | -.059 | .134 | .088 | .953 ^a | -.109 | -.202 | -.183 | -.146 | .076 | -.067 |
| | K21 | .381 | -.293 | -.524 | .095 | .094 | -.052 | .736 ^a | .021 | .347 | .324 | -.347 | -.610 |
| | K22 | -.157 | -.117 | .196 | -.167 | -.028 | -.109 | .843 ^a | .021 | -.266 | -.162 | .184 | .202 |
| | K23 | -.098 | .050 | -.371 | .007 | .096 | -.202 | .021 | .902 ^a | -.045 | .239 | .075 | -.215 |
| | K24 | .432 | -.409 | -.623 | .241 | -.065 | -.183 | -.266 | -.045 | .649 ^a | .608 | -.485 | -.633 |
| | K25 | .363 | -.201 | -.845 | -.154 | .254 | -.146 | -.162 | .239 | .608 | .656 ^a | -.328 | -.584 |
| | K26 | -.452 | -.169 | .343 | -.195 | .105 | -.347 | .184 | .075 | -.485 | -.328 | .733 ^a | .462 |
| | K27 | -.439 | .286 | .705 | -.240 | -.117 | -.067 | .202 | -.215 | -.633 | -.584 | .462 | .520 ^a |

a. Measures of Sampling Adequacy(MSA)

Sumber: Data Diolah, 2015

6. MSA Turnover Intention

Anti-image Matrices

| | K28 | K29 | K30 | K31 |
|------------------------|-------------------|-------------------|-------------------|-------------------|
| Anti-image Covariance | | | | |
| K28 | .227 | -.185 | -.119 | -.170 |
| K29 | -.185 | .340 | -.062 | .179 |
| K30 | -.119 | -.062 | .422 | -.097 |
| K31 | -.170 | .179 | -.097 | .605 |
| Anti-image Correlation | | | | |
| K28 | .639 ^a | -.665 | -.384 | -.460 |
| K29 | -.665 | .618 ^a | -.162 | .395 |
| K30 | -.384 | -.162 | .846 ^a | -.192 |
| K31 | -.460 | .395 | -.192 | .565 ^a |

a. Measures of Sampling Adequacy(MSA)

Sumber: Data Diolah, 2015

7. Component Matrix Stres Kerja

Component Matrix^a

| | Component | | |
|-----|-----------|-------|-------|
| | 1 | 2 | 3 |
| K01 | .689 | -.110 | -.148 |
| K02 | .816 | -.163 | -.054 |
| K03 | .718 | -.134 | .208 |
| K04 | .707 | .275 | -.123 |
| K05 | .621 | .564 | -.107 |
| K06 | .534 | -.036 | .665 |
| K07 | .870 | -.308 | -.146 |
| K08 | .760 | .032 | -.512 |
| K09 | .663 | .200 | -.353 |
| K10 | .544 | .681 | .157 |
| K11 | .589 | .379 | .281 |
| K12 | .721 | -.463 | .102 |
| K13 | .864 | -.355 | -.068 |
| K14 | .793 | -.078 | .352 |

Extraction Method: Principal Component Analysis.

a. 3 components extracted.

Sumber: Data Diolah, 2015

Component Matrix^a

| | Component |
|-----|-----------|
| | 1 |
| K01 | 0.69 |
| K02 | 0.82 |
| K03 | 0.72 |
| K04 | 0.71 |
| K05 | 0.62 |
| K06 | 0.53 |
| K07 | 0.87 |
| K08 | 0.76 |
| K09 | 0.66 |
| K10 | 0.54 |
| K11 | 0.59 |
| K12 | 0.72 |
| K13 | 0.86 |
| K14 | 0.79 |

Extraction Method: Principal Component Analysis.

a. 1 components extracted.

Sumber: Data Diolah, 2015

8. *Component Matrix Kepuasan Kerja*

Component Matrix^a

| | Component | |
|-----|-----------|-------|
| | 1 | 2 |
| K15 | .761 | .254 |
| K16 | .792 | .496 |
| K17 | .840 | -.356 |
| K18 | .824 | .306 |
| K19 | .577 | -.307 |
| K20 | .787 | -.215 |
| K21 | .770 | -.201 |
| K22 | .510 | .485 |
| K23 | .689 | -.510 |
| K24 | .801 | -.057 |
| K25 | .805 | -.148 |
| K26 | .705 | .536 |
| K27 | .651 | -.227 |

Extraction Method:
Principal Component
Analysis.

a. 2 components
extracted.

Sumber: Data Diolah, 2015

Component Matrix^a

| | Component | |
|-----|-----------|--|
| | 1 | |
| K15 | .761 | |
| K16 | .792 | |
| K17 | .840 | |
| K18 | .824 | |
| K19 | .577 | |
| K20 | .787 | |
| K21 | .770 | |
| K22 | .510 | |
| K23 | .689 | |
| K24 | .801 | |
| K25 | .805 | |
| K26 | .705 | |
| K27 | .651 | |

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Sumber: Data Diolah, 2015

9. *Component Matrix Turnover Intention*

Component Matrix^a

| | Component | |
|-----|-----------|--|
| | 1 | |
| K28 | .941 | |
| K29 | .814 | |
| K30 | .877 | |
| K31 | .620 | |

Extraction Method: Principal
Component Analysis.

a. 1 components extracted.

Sumber: Data Diolah, 2015

1. Reliabilitas Stres Kerja

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .919 | .923 | 14 |

Sumber: Data Diolah, 2015

2. Reliabilitas Kepuasan Kerja

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .926 | .928 | 13 |

Sumber: Data Diolah, 2015

3. Reliabilitas *Turnover Intention*

Reliability Statistics

| Cronbach's Alpha | Cronbach's Alpha Based on Standardized Items | N of Items |
|------------------|--|------------|
| .824 | .831 | 4 |

Sumber: Data Diolah, 2015

1. Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

| | | Unstandardized Residual |
|-----------------------------------|----------------|-------------------------|
| N | | 100 |
| Normal Parameters ^{a, b} | Mean | .0000000 |
| | Std. Deviation | .89738104 |
| Most Extreme Differences | Absolute | .064 |
| | Positive | .051 |
| | Negative | -.064 |
| Kolmogorov-Smirnov Z | | .641 |
| Asymp. Sig. (2-tailed) | | .806 |

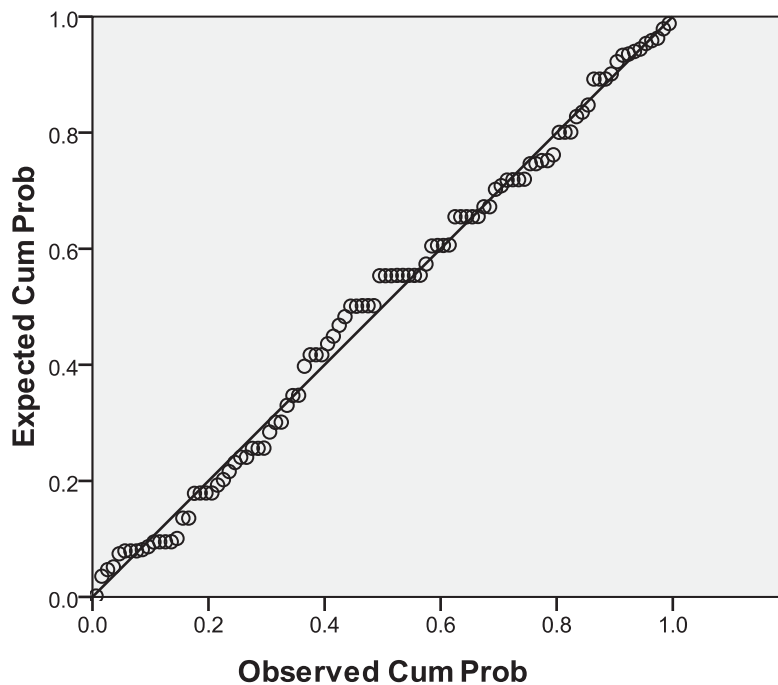
a. Test distribution is Normal.

b. Calculated from data.

Sumber: Data Diolah, 2015

Normal P-P Plot of Regression Standardized Residual

Dependent Variable: Turnover Intention



Sumber: Data Diolah, 2015

2. Uji Multikolinieritas

Coefficients^a

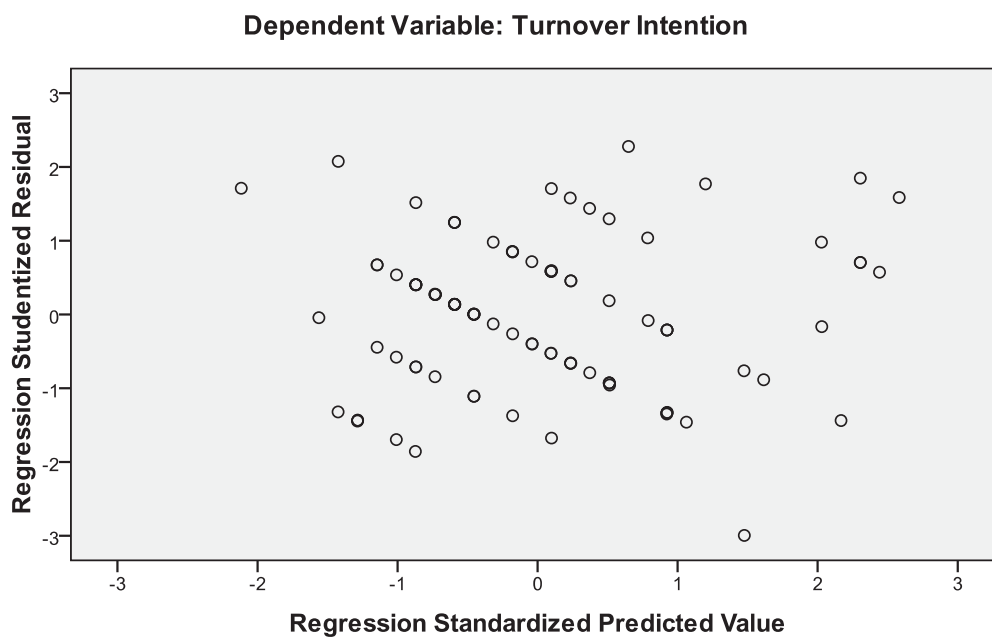
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Collinearity Statistics | |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Tolerance | VIF |
| 1 | (Constant) | 11.359 | 2.785 | | 4.079 | .000 | | |
| | Stres Kerja | .120 | .035 | .395 | 3.432 | .001 | .404 | 2.477 |
| | Kepuasan Kerja | -.119 | .040 | -.342 | -2.9E0 | .004 | .404 | 2.477 |

a. Dependent Variable: Turnover Intention

Sumber: Data Diolah, 2015

3. Uji Heteroskedastisitas

Scatterplot



Sumber: Data Diolah, 2015

4. Uji Autokorelasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .694 ^a | .482 | .471 | .907 | 1.962 |

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

b. Dependent Variable: Turnover Intention

Sumber: Data Diolah, 2015

1. Uji F

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|--------|-------------------|
| 1 | Regression | 74.066 | 2 | 37.033 | 45.058 | .000 ^a |
| | Residual | 79.724 | 97 | .822 | | |
| | Total | 153.790 | 99 | | | |

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

b. Dependent Variable: Turnover Intention

Sumber: Data Diolah, 2015

2. Uji t

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
|-------|----------------|-----------------------------|------------|---------------------------|--------|------|
| | | B | Std. Error | Beta | | |
| 1 | (Constant) | 11.359 | 2.785 | | 4.079 | .000 |
| | Stres Kerja | .120 | .035 | .395 | 3.432 | .001 |
| | Kepuasan Kerja | -.119 | .040 | -.342 | -2.973 | .004 |

a. Dependent Variable: Turnover Intention

Sumber: Data Diolah, 2015

3. Koefisien Determinasi

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate |
|-------|-------------------|----------|-------------------|----------------------------|
| 1 | .694 ^a | .482 | .471 | .907 |

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

b. Dependent Variable: Turnover Intention

Sumber: Data Diolah, 2015