

LAMPIRAN 4, DATA KARAKTERISTIK RESPONDEN

Jenis Kelamin	Jumlah	Presentase
Laki-Laki	43	60%
Perempuan	29	40%
Total	72	100%

Usia	Jumlah	Presentase
21 - 30 Tahun	25	35%
31 - 40 Tahun	29	40%
> 40 Tahun	18	25%
Total	72	100.00%

Pendidikan	Jumlah	Presentase
SMA /D3	12	17%
S1	48	67%
S2	12	17%
Total	72	100%

Lama Bekerja	Jumlah	Presentase
0 - 3 Tahun	53	73%
3 - 6 Tahun	12	17%
> 6 Tahun	7	10%
Total	72	100%

LAMIRAN 5 : Uji Validitas dan Reliabilitas Pretest 30 Responden

Uji Validitas Gaya Kepemimpinan Transformasional 30 Responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.837
Approx. Chi-Square		192.859
Bartlett's Test of Sphericity	df	28
	Sig.	.000

Anti-image Matrices

		GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8
Anti-image Covariance	GK1	.177	.038	-.082	.006	-.098	-.121	-.030	.043
	GK2	.038	.314	-.003	-.088	-.043	-.074	.094	-.048
	GK3	-.082	-.003	.266	.010	.076	-.026	.032	-.133
	GK4	.006	-.088	.010	.174	-.082	-.006	-.115	-.042
	GK5	-.098	-.043	.076	-.082	.268	.054	.043	-.072
	GK6	-.121	-.074	-.026	-.006	.054	.193	-.053	.000
	GK7	-.030	.094	.032	-.115	.043	-.053	.378	-.049
	GK8	.043	-.048	-.133	-.042	-.072	.000	-.049	.192
Anti-image Correlation	GK1	.778 ^a	.161	-.376	.037	-.452	-.657	-.116	.232
	GK2	.161	.877 ^a	-.010	-.375	-.148	-.300	.271	-.195
	GK3	-.376	-.010	.824 ^a	.046	.286	-.114	.102	-.586
	GK4	.037	-.375	.046	.867 ^a	-.381	-.034	-.447	-.227
	GK5	-.452	-.148	.286	-.381	.817 ^a	.240	.134	-.317
	GK6	-.657	-.300	-.114	-.034	.240	.832 ^a	-.196	.001
	GK7	-.116	.271	.102	-.447	.134	-.196	.866 ^a	-.182
	GK8	.232	-.195	-.586	-.227	-.317	.001	-.182	.846 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas Gaya Kepemimpinan Transformasional 30 Resonden

Reliability Statistics

Cronbach's Alpha	N of Items
.952	10

Uji Validitas Kepuasan Kerja 30 Responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.817
Approx. Chi-Square	254.098
Bartlett's Test of Sphericity	df
	45
	Sig.
	.000

Anti-image Matrices

	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10
Anti-image Covariance	KP1 KP2 KP3 KP4 KP5 KP6 KP7 KP8 KP9 KP10	.180	-.014	-.014	-.108	-.095	-.073	-.040	.081	.063
Anti-image Correlation	KP1 KP2 KP3 KP4 KP5	.782 ^a	-.074	-.065	-.567	-.524	-.378	-.220	.469	.290
		.870 ^a	-.393	-.106	.020	-.246	-.465	-.133	.017	.427
		-.065	-.393	.785 ^a	-.264	-.020	.457	.430	-.342	-.330
		-.567	-.106	-.264	.878 ^a	.358	.002	-.077	-.170	-.108
		-.524	.020	-.020	.358	.846 ^a	.125	-.015	-.387	-.445

KP6	-.378	-.246	.457	.002	.125	.769 ^a	.355	-.601	-.483	-.137
KP7	-.220	-.465	.430	-.077	-.015	.355	.822 ^a	-.276	-.314	-.447
KP8	.469	-.133	-.342	-.170	-.387	-.601	-.276	.772 ^a	.485	-.104
KP9	.290	.017	-.330	-.108	-.445	-.483	-.314	.485	.793 ^a	.009
KP10	.116	.427	-.340	-.117	-.223	-.137	-.447	-.104	.009	.861 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas Kepuasan Kerja 30 Responden

Reliability Statistics

Cronbach's Alpha	N of Items
.952	10

Uji Validitas *Turnover Intention* 30 Responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.740
Approx. Chi-Square		40.065
Bartlett's Test of Sphericity	df	3
	Sig.	.000

Anti-image Matrices

		TO1	TO2	TO3
Anti-image Covariance	TO1	.452	-.173	-.171
	TO2	-.173	.428	-.190
	TO3	-.171	-.190	.430
Anti-image Correlation	TO1	.754 ^a	-.394	-.387
	TO2	-.394	.732 ^a	-.443
	TO3	-.387	-.443	.735 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas *Turnover Intention* 30 Responden**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.868	.870	3

LAMPIRAN 6 ; Uji Validitas dan Reliabilitas 72 Responden

Uji Validitas Gaya Kepemimpinan Transformatif 72 Responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.876
Approx. Chi-Square		204.232
Bartlett's Test of Sphericity	df	28
	Sig.	.000

Anti-image Matrices

		GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8
Anti-image Covariance	GK1	.610	-.009	-.149	.009	-.075	-.106	-.030	-.108
	GK2	-.009	.593	-.123	-.046	-.127	.084	-.155	-.047
	GK3	-.149	-.123	.609	-.166	-.061	-.068	.046	.036
	GK4	.009	-.046	-.166	.565	.041	-.062	-.160	-.120
	GK5	-.075	-.127	-.061	.041	.496	-.127	-.072	-.137
	GK6	-.106	.084	-.068	-.062	-.127	.628	-.059	-.079
	GK7	-.030	-.155	.046	-.160	-.072	-.059	.556	-.060
	GK8	-.108	-.047	.036	-.120	-.137	-.079	-.060	.519
Anti-image Correlation	GK1	.900 ^a	-.014	-.245	.015	-.137	-.171	-.052	-.192
	GK2	-.014	.864 ^a	-.205	-.079	-.234	.138	-.270	-.085
	GK3	-.245	-.205	.852 ^a	-.283	-.111	-.110	.079	.065
	GK4	.015	-.079	-.283	.857 ^a	.077	-.104	-.285	-.222
	GK5	-.137	-.234	-.111	.077	.877 ^a	-.227	-.138	-.270
	GK6	-.171	.138	-.110	-.104	-.227	.890 ^a	-.099	-.139
	GK7	-.052	-.270	.079	-.285	-.138	-.099	.877 ^a	-.111
	GK8	-.192	-.085	.065	-.222	-.270	-.139	-.111	.889 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas Gaya Kepemimpinan Transformasional 72 Responden

Reliability Statistics

Cronbach's Alpha	N of Items
.864	8

Uji Validitas Kepuasan Kerja 72 Responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.	.793
Approx. Chi-Square	277.648
Bartlett's Test of Sphericity	df
	45
	Sig.
	.000

Anti-image Matrices

	KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10
Anti-image Covariance										
KP1	.493	-.105	.067	.045	.039	-.148	-.156	.129	-	-.180
KP2	-.105	.544	-.053	-.102	.037	-.036	.003	-.098	-.080	.026
KP3	.067	-.053	.514	-.081	.135	-.139	-.172	.061	.147	-.207
KP4	.045	-.102	-.081	.556	-.050	-.076	-.058	-.006	.002	-.076
KP5	.039	.037	.135	-.050	.506	-.191	-.179	-.027	.055	-.116
KP6	-.148	-.036	-.139	-.076	-.191	.355	.063	-.143	.017	.159
KP7	-.156	.003	-.172	-.058	-.179	.063	.615	-.049	.045	.118
KP8	.129	-.098	.061	-.006	-.027	-.143	-.049	.592	.022	-.196
KP9	-.080	-.147	-.002	-.055	-.017	-.045	-.022	-.010	.565	-.072

Anti-image Correlation	KP10	-.180	.026	-.207	-.076	-.116	.159	.118	-.196	-	.472
	KP1	.769 ^a	-.203	.133	.087	.078	-.353	-.283	.240	-	-.373
	KP2	-.203	.896 ^a	-.099	-.186	.071	-.082	.006	-.172	-	.052
	KP3	.133	-.099	.749 ^a	-.151	.264	-.326	-.306	.111	-	-.420
	KP4	.087	-.186	-.151	.925 ^a	-.094	-.171	-.100	-.010	-	-.148
	KP5	.078	.071	.264	-.094	.765 ^a	-.451	-.321	-.050	-	-.237
	KP6	-.353	-.082	-.326	-.171	-.451	.738 ^a	.136	-.311	-	.388
	KP7	-.283	.006	-.306	-.100	-.321	.136	.774 ^a	-.081	-	.219
	KP8	.240	-.172	.111	-.010	-.050	-.311	-.081	.791 ^a	-	-.370
	KP9	-.151	-.266	-.003	-.099	-.032	-.100	-.037	-.018	.927 ^a	-.139
KP10	-.373	.052	-.420	-.148	-.237	.388	.219	-.370	-	.649 ^a	
									.139		

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas Kepuasan kerja 72 Responden

Reliability Statistics

Cronbach's Alpha	N of Items
.875	10

Uji Validitas *Turnover Intention* 72 responden

KMO and Bartlett's Test

Kaiser-Meyer-Olkin Measure of Sampling Adequacy.		.670
Approx. Chi-Square		38.603
Bartlett's Test of Sphericity	df	3
	Sig.	.000

Anti-image Matrices

		TO1	TO2	TO3
Anti-image Covariance	TO1	.683	-.231	-.262
	TO2	-.231	.751	-.171
	TO3	-.262	-.171	.721
Anti-image Correlation	TO1	.646 ^a	-.322	-.374
	TO2	-.322	.700 ^a	-.233
	TO3	-.374	-.233	.673 ^a

a. Measures of Sampling Adequacy(MSA)

Uji Reliabilitas *Turnover Intention* 72 Resonden

Reliability Statistics

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.708	.709	3

LAMPIRAN 7 ; UJI ANALISIS JALUR PATH

Uji Tahap 1

Uji Regresi Gaya Kepemimpinan Transformasional Terhadap Kepuasan Kerja

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.859 ^a	.738	.734	3.42032

a. Predictors: (Constant), Gaya Kepemimpinan Transformasional (X1)

b. Dependent Variable: Kepuasan (X2)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2305.083	1	2305.083	197.039	.000 ^b
	Residual	818.903	70	11.699		
	Total	3123.986	71			

a. Dependent Variable: Kepuasan (X2)

b. Predictors: (Constant), Gaya Kepemimpinan Transformasional (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.047	2.276		3.536	.001
	X1	1.006	.072	.859	14.037	.000

a. Dependent Variable: Kepuasan (X2)

Uji Tahap II

Uji Regresi Gaya Kepemimpinan Transformatif dan Kepuasan Kerja Terhadap *Turnover Intention*

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.852 ^a	.726	.718	1.27491

a. Predictors: (Constant), Kepuasan (X2), Gaya Kepemimpinan Transformatif (X1)

b. Dependent Variable: Turnover Intention (Y)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	297.348	2	148.674	91.469	.000 ^b
	Residual	112.152	69	1.625		
	Total	409.500	71			

a. Dependent Variable: Turnover Intention (Y)

b. Predictors: (Constant), Kepuasan (X2), Gaya Kepemimpinan Transformatif (X1)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.358	.921		19.935	.000
	Gaya Kepemimpinan Transformatif (X1)	-.211	.052	-.497	-4.042	.000
	Kepuasan (X2)	-.140	.045	-.386	-3.136	.003

a. Dependent Variable: Turnover Intention (Y)

**KUESIONER ” Pengaruh Gaya Kepemimpinan
Transformasional dan Kepuasan Kerja Terhadap Turnover
Intention”**

Kepada Yth, Bapak/Ibu/Sdr/i
Responden

Dengan hormat,

Kami memahami sepenuhnya bahwa waktu Anda sangat terbatas dan berharga. Namun demikian, kami sangat mengharapkan kesediaan Anda untuk meluangkan waktu untuk mengisi kuesioner ini.

Kuesioner ini disusun dalam rangka penyusunan Tugas Akhir (Skripsi) yang merupakan syarat kelulusan Program S1 Manajemen Sumber Daya Manusia, Universitas Esa Unggul Jakarta. Kuesioner ini dimaksudkan untuk mengetahui bagaimana “Pengaruh Gaya Kepemimpinan Transformasional dan Kepuasan Kerja Terhadap *Turnover Intention* (Studi Kasus PT Interindo Dutatekno)”.

Kuesioner ini digunakan untuk kepentingan ilmiah, sehingga semua jawaban Anda akan kami jaga kerahasiaannya.

Atas kesediaan dan kerjasama Anda, saya ucapkan terima kasih.

Hormat Saya,

Susilawati

Variabel Kepemimpinan Transformasional

No.	Pernyataan	SS	S	KS	TS	STS
<i>Individualized influence</i>						
1	Pemimpin menjadi contoh teladan bagi karyawannya					
2	Bawahan bangga berhubungan dengan saya					
<i>Inspirational Motivation</i>						
3	Pemimpin memberikan motivasi untuk menaikkan semangat pegawai					
4	Memberikan citra yang menarik					
<i>Intellectual Simulation</i>						
5	Memotivasi pegawainya agar berfikir inovatif					
6	Mendukung untuk permasalahan yang lama dengan cara yang baru					
<i>Individualized Consideration</i>						
7	Memberikan pelayanan sebagai mentor					
8	Memperhatikan sarana dan prasarana untuk mendukung pelaksanaan pekerjaan					

Variabel Kepuasan

No	Pernyataan	SS	S	KS	TS	STS
a. Gaji						
1	Gaji diterima sesuai dengan beban pekerjaan					
2	Gaji dibayar tepat waktu					
b. Supervisi						
3	Penyelia bersikap baik dan bertanggung jawab					
4	Penyelia membantu dalam menyelesaikan pekerjaan					
c. Pekerjaan						
5	Pekerjaan sesuai keahlian					
6	Pekerjaan sesuai keinginan					
d. Rekan Kerja						
7	Hubungan dengan rekan kerja terjalin baik					
8	Rekan kerja memberikan bantuan langsung dalam menyelesaikan pekerjaan					
e. Promosi						
9	Semua karyawan diberikan kesempatan untuk promosi					
10	Pelaksanaan promosi dijalankan secara obyektif					

Variabel Turnover Intention

No	Pernyataan	SS	S	KS	TS	STS
1	Saya mengalami kejenuhan dalam bekerja pada perusahaan					
2	Kebijakan perusahaan membuat saya ingin keluar dari perusahaan					
3	Saya merasa pekerjaan yang saya lakukan terlalu berat dan tidak sesuai dengan pekerjaan saya sehingga ingin pindah kerja					

LAMPIRAN 2 TABULASI PRETEST 30 RESPONDEN

NO	Gaya Kepemimpinan Transformasional (X)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
1	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
2	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
3	5	3	5	3	3	5	4	3	31	5	4	3	4	3	5	4	3	4	3	38	1	1	2	4
4	3	4	4	4	3	3	3	4	28	5	5	4	5	4	5	5	3	5	4	45	3	3	3	9
5	3	4	5	3	4	3	3	5	30	4	4	4	5	4	4	5	4	3	5	42	3	2	2	7
6	3	5	3	5	4	4	5	5	34	5	4	4	4	4	4	4	4	4	5	42	1	1	1	3
7	4	3	3	3	3	4	5	3	28	3	3	4	4	3	5	3	4	5	3	37	3	2	3	8
8	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
9	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
10	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
11	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
12	3	3	3	4	3	3	5	4	28	3	4	5	4	5	5	4	5	5	5	45	1	3	3	7
13	5	5	5	5	4	4	5	5	38	5	5	5	5	4	4	4	5	3	3	43	3	1	3	7
14	5	5	4	3	3	5	3	3	31	4	3	5	5	3	3	3	3	3	4	36	3	2	1	6
15	1	1	1	1	1	1	1	1	8	1	1	1	1	1	1	1	1	1	1	10	5	5	5	15
16	4	5	5	4	3	5	3	5	34	3	4	4	4	3	3	5	4	5	5	40	2	1	2	5
17	3	3	3	3	3	3	3	3	24	3	3	3	3	3	3	3	3	3	3	30	3	3	3	9
18	5	3	5	4	3	4	5	4	33	3	4	3	3	4	5	4	5	3	4	38	3	3	2	8
19	5	4	3	4	5	3	3	4	31	3	5	5	4	3	3	3	3	4	3	36	3	2	2	7

NO	Gaya Kepemimpinan Transformasional (X)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
20	5	4	5	4	5	4	4	5	36	5	4	3	5	5	5	5	4	5	5	46	3	3	1	7
21	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
22	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
23	5	3	4	3	3	5	5	4	32	4	4	5	3	4	5	4	4	4	5	42	1	2	2	5
24	5	5	3	5	5	5	4	4	36	3	3	4	3	4	3	3	3	4	5	35	1	2	1	4
25	5	3	4	4	5	5	4	5	35	4	4	4	3	5	3	5	3	5	3	39	2	2	2	6
26	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
27	4	4	4	4	4	4	4	4	32	4	4	4	4	4	4	4	4	4	4	40	2	2	2	6
28	3	4	3	4	5	3	4	3	29	5	3	4	4	5	4	3	3	5	4	40	1	3	2	6
29	2	2	2	2	2	2	2	2	16	2	2	2	2	2	2	2	2	2	2	20	4	4	4	12
30	5	3	5	5	4	5	4	4	35	4	3	5	4	4	3	5	4	4	5	41	3	3	2	8

LAMPIRAN 3 TABULASI 72 RESPONDEN

NO	Gaya Kepemimpinan Transformasional (X1)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
1	5	3	5	3	3	5	4	4	32	3	3	4	4	3	3	5	3	3	4	35	3	2	2	7
2	5	4	4	3	4	5	4	5	34	4	5	3	3	4	3	4	4	3	3	36	2	3	3	8
3	5	5	5	5	3	3	4	5	35	3	3	5	5	5	4	5	3	3	5	41	2	1	3	6
4	4	3	3	5	3	5	4	4	31	4	4	4	5	3	4	3	4	4	5	40	2	2	3	7
5	3	5	5	4	3	3	3	4	30	4	4	5	4	4	5	4	4	4	4	42	3	2	1	6
6	4	4	4	3	5	4	5	3	32	5	5	4	5	5	5	4	5	4	3	45	1	1	2	4
7	4	4	5	4	4	5	3	5	34	3	3	5	4	3	4	4	3	5	3	37	1	3	1	5
8	1	1	1	1	1	1	1	1	8	1	1	1	1	1	1	1	1	1	1	10	5	5	5	15
9	5	3	3	3	5	5	4	5	33	4	3	3	5	5	4	5	4	4	3	40	1	1	2	4
10	3	5	4	5	3	3	4	3	30	4	5	5	5	3	3	4	3	4	5	41	3	1	3	7
11	4	4	4	4	4	4	4	4	32	4	4	4	5	4	4	4	4	4	4	41	2	2	2	6
12	3	3	5	4	4	3	5	3	30	3	4	5	5	3	4	5	5	3	4	41	2	2	3	7
13	3	5	3	4	3	3	5	3	29	4	5	5	5	4	5	5	4	4	3	44	2	3	1	6
14	3	3	4	4	4	4	3	3	28	4	3	5	5	4	5	3	3	4	3	39	2	1	3	6
15	4	5	3	4	3	5	5	5	34	3	5	4	5	3	3	3	5	5	5	41	1	3	1	5
16	4	4	5	5	4	5	3	3	33	5	5	3	5	4	4	4	3	5	4	42	2	2	3	7
17	2	2	2	2	2	2	2	2	16	2	2	2	5	2	2	2	2	2	2	23	4	4	4	12
18	5	5	3	5	4	3	5	5	35	5	3	3	5	3	3	3	4	4	5	38	2	3	1	6

NO	Gaya Kepemimpinan Transformatif (X1)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
19	5	5	3	3	5	4	3	3	31	4	4	5	5	3	3	4	4	4	5	41	1	3	1	5
20	1	1	1	1	1	1	1	1	8	2	2	2	5	2	2	2	2	2	2	23	5	5	5	15
21	3	3	3	3	3	3	3	3	24	3	3	3	5	3	3	3	3	3	3	32	3	3	3	9
22	5	5	5	4	4	3	5	3	34	5	3	3	5	5	4	3	5	4	5	42	2	3	1	6
23	3	3	5	5	4	3	4	5	32	4	4	3	5	3	3	4	4	4	3	37	3	1	1	5
24	3	5	3	3	4	3	4	5	30	5	3	3	5	5	5	3	4	5	3	41	2	1	3	6
25	4	4	4	4	4	4	4	4	32	4	4	4	5	4	4	4	4	4	4	41	2	2	2	6
26	4	4	4	4	4	4	4	4	32	4	4	4	5	4	4	4	4	4	4	41	2	2	2	6
27	3	5	3	5	3	4	5	3	31	3	5	3	5	5	4	3	5	5	4	42	2	3	2	7
28	4	5	4	3	4	3	5	3	31	3	5	5	5	3	5	3	5	5	3	42	1	3	2	6
29	5	3	4	5	3	5	3	5	33	5	3	5	5	3	4	5	3	4	3	40	1	1	2	4
30	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
31	3	5	5	3	4	4	3	3	30	5	4	3	5	5	5	5	4	3	3	42	2	2	3	7
32	5	3	4	4	3	3	4	4	30	4	4	5	5	4	5	3	5	5	4	44	2	2	3	7
33	4	3	4	3	4	5	3	3	29	4	3	5	5	5	4	4	3	5	4	42	2	2	2	6
34	4	5	3	3	5	4	4	3	31	3	3	3	5	3	4	4	5	5	3	38	3	2	1	6
35	4	3	4	3	3	5	4	3	29	3	3	4	5	3	3	5	5	4	5	40	2	2	2	6
36	3	4	5	5	4	4	4	4	33	5	3	4	5	3	5	4	5	3	5	42	3	1	3	7
37	5	3	4	5	5	4	4	4	34	3	5	3	5	5	5	4	4	5	3	42	2	2	2	6
38	4	4	4	4	4	4	4	4	32	3	5	5	5	5	5	3	4	4	4	43	1	1	1	3
39	4	5	4	4	4	3	3	4	31	5	4	4	5	3	5	4	4	4	3	41	3	1	3	7

NO	Gaya Kepemimpinan Transformatif (X1)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
40	4	5	5	3	4	5	3	3	32	5	4	5	5	5	5	5	3	5	4	46	3	2	3	8
41	4	4	4	4	4	4	4	4	32	5	5	5	5	5	5	5	5	5	5	50	2	2	2	6
42	4	5	4	4	5	4	4	5	35	3	3	3	5	5	4	4	5	5	4	41	1	1	3	5
43	5	5	5	5	3	4	4	3	34	4	3	3	5	5	4	5	3	5	4	41	1	3	1	5
44	5	5	5	4	4	3	5	4	35	4	5	5	5	3	5	4	3	5	4	43	3	1	1	5
45	4	4	4	4	3	5	4	5	33	3	3	3	5	5	5	5	4	3	3	39	2	3	3	8
46	3	5	5	3	3	5	3	4	31	3	3	3	5	4	4	3	5	5	5	40	2	1	1	4
47	4	3	3	4	4	3	3	4	28	3	3	3	5	5	4	3	4	4	4	38	1	1	3	5
48	3	4	3	5	3	4	5	3	30	5	5	3	5	5	4	5	3	4	4	43	3	2	1	6
49	5	4	3	4	3	5	3	3	30	4	3	4	5	5	4	5	5	3	4	42	1	1	1	3
50	3	5	5	5	4	3	3	3	31	3	3	3	5	4	4	3	5	3	4	37	2	1	2	5
51	3	3	4	4	3	5	4	3	29	3	3	4	5	5	5	3	5	3	5	41	3	2	2	7
52	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
53	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
54	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
55	5	4	5	3	5	5	4	4	35	4	4	3	5	4	5	5	5	3	3	41	2	3	1	6
56	5	3	5	5	3	3	3	3	30	4	4	4	5	4	4	3	4	3	3	38	3	1	1	5
57	5	3	5	4	4	5	4	3	33	3	3	5	5	4	3	3	5	3	5	39	3	2	1	6
58	5	5	5	4	4	3	3	3	32	5	5	5	5	3	4	4	4	4	5	44	2	3	2	7
59	5	4	4	3	3	3	3	4	29	5	4	3	5	5	4	3	3	4	5	41	3	2	2	7
60	4	4	3	3	3	4	5	3	29	5	4	5	5	4	5	3	5	4	5	45	2	2	2	6

NO	Gaya Kepemimpinan Transformasional (X1)								Total	Kepuasan (X2)										Total	Turnover Intention (Y)			Total
	GK1	GK2	GK3	GK4	GK5	GK6	GK7	GK8		KP1	KP2	KP3	KP4	KP5	KP6	KP7	KP8	KP9	KP10		TO1	TO2	TO3	
61	4	3	5	5	3	4	5	3	32	3	4	4	5	4	4	4	5	3	3	39	2	2	1	5
62	5	3	3	5	5	5	3	4	33	4	5	3	5	5	5	5	5	5	3	45	1	3	3	7
63	3	5	3	5	5	5	5	5	36	3	5	3	5	3	4	3	5	4	4	39	3	2	2	7
64	3	3	4	4	5	5	5	5	34	5	5	4	5	3	3	3	5	5	4	42	1	1	2	4
65	5	5	5	5	5	5	5	5	40	5	5	5	5	5	5	5	5	5	5	50	1	1	1	3
66	5	3	4	3	3	3	3	4	28	5	3	3	5	3	5	3	4	4	4	39	1	2	3	6
67	4	5	3	5	4	5	4	4	34	5	4	3	5	3	3	5	3	5	4	40	2	2	2	6
68	2	2	2	2	2	2	2	2	16	2	2	2	5	2	2	2	2	2	2	23	5	5	5	15
69	4	4	5	4	4	5	3	3	32	5	5	4	5	3	5	3	3	5	5	43	2	1	3	6
70	3	5	5	5	5	4	4	5	36	4	3	5	5	4	4	5	4	4	3	41	3	2	3	8
71	5	5	4	3	5	3	4	5	34	4	5	4	5	5	5	3	4	3	4	42	1	3	3	7
72	4	4	4	5	4	4	4	5	34	4	3	5	5	5	3	4	4	4	5	42	2	2	2	6