



CARA PENGISIAN KOESIONER

Bapak/Ibu responden cukup memberikan tanda silang (X) pada pilihan jawaban yang tersedia (rentang angka no 1 sampai 5) sesuai dengan pendapat Bapak/Ibu. Setiap pertanyaan hanya mengharapkan satu jawaban dan bila memilih jawaban 'lain-lain' maka diharapkan untuk memberikan keterangan lebih lanjut. Setiap angka akan mewakili tingkat kesesuaian dengan pendapat Bapak/Ibu:

1 = Sangat tidak setuju (STS)

2 = Tidak setuju (TS)

3 = Ragu-ragu (R)

4 = Setuju (S)

5 = Sangat setuju (SS)

DATA RESPONDEN:

Nama Responden :

Umur Responden :

Jenis Kelamin : () Pria; () Wanita

Jenjang Pendidikan : () D3; () S1; () S2; () S3

Jabatan : Auditor Senior Auditor Yuniior

Lama Kerja : Tahun..... Bulan

DAFTAR PERTANYAAN

KEPUASAN KERJA (*JOB SATISFACTION*)

No	Pertanyaan	STS	TS	R	S	SS
1	Saya merasa puas dengan pekerjaan saya saat ini.	1	2	3	4	5
2	Saya sangat menyukai pekerjaan saya saat ini.	1	2	3	4	5
3	Saya antusias dengan pekerjaan saya saat ini.	1	2	3	4	5
4	Saya puas dengan tingkat kemajuan saya.	1	2	3	4	5
5	Pekerjaan yang saya lakukan sesuai keinginan saya.	1	2	3	4	5
6	Saya merasa senang berkesempatan mempelajari hal-hal baru dalam pekerjaan saya.	1	2	3	4	5
7	Saya merasa banyak mencapai keberhasilan dalam pekerjaan saya.	1	2	3	4	5
8	Saya puas dengan pekerjaan saya, karena saya dapat membuat kemajuan di sini.	1	2	3	4	5
9	Pekerjaan saya sekarang sangat baik dibandingkan pekerjaan yang saya harapkan/inginkan.	1	2	3	4	5

Sumber :Halimsaputra (2012)

KOMITMEN ORGANISASI (ORGANIZATIONAL COMMITMENT)

No	Pertanyaan	STS	TS	R	S	SS
1	Saya berkeinginan memberikan segala upaya yang ada untuk membantu KAP ini menjadi sukses.	1	2	3	4	5
2	Saya membanggakan KAP ini kepada teman-teman saya sebagai KAP yang baik untuk bekerja.	1	2	3	4	5
3	Saya menemukan bahwa sistem nilai saya sama dengan sistem nilai KAP.	1	2	3	4	5
4	Saya bangga mengatakan kepada orang lain bahwa saya bekerja pada KAP ini.	1	2	3	4	5
5	Saat ini tetap bekerja di KAP ini merupakan kebutuhan sekaligus juga keinginan saya.	1	2	3	4	5
6	Kepedulian saya terhadap masa depan KAP tempat saya bekerja sangat besar.	1	2	3	4	5
7	Bagi saya KAP ini adalah yang terbaik dari semua kemungkinan KAP yang dipilih untuk bekerja.	1	2	3	4	5
8	Saya benar-benar peduli dengan nasib KAP ini.	1	2	3	4	5
9	Saya merasa loyal pada KAP ini.	1	2	3	4	5
10	Saya bangga mengatakan bahwa saya adalah bagian dari KAP ini.	1	2	3	4	5
11	KAP ini memiliki arti yang sangat besar bagi saya	1	2	3	4	5

Sumber :Halimsaputra (2012).

KONFLIK PERAN (ROLE CONFLICT)

No	Pertanyaan	STS	TS	R	S	SS
1	Saya harus melakukan pekerjaan yang seharusnya dilakukan secara tidak bersamaan.	1	2	3	4	5
2	Saya bekerja dibawah kebijakan dan aturan yang saling bertentangan.	1	2	3	4	5
3	Saya menerima penugasan tanpa bantuan asisten yang cakap untuk menyelesaikannya.	1	2	3	4	5
4	Saya harus bekerja dibawah perintah atau instruksi yang tidak jelas.	1	2	3	4	5
5	Saya menerima penugasan tanpa didukung sumber daya dan peralatan yang cakap untuk melakukannya.	1	2	3	4	5
6	Saya harus melanggar peraturan dan kebijakan tertentu untuk dapat melaksanakan suatu penugasan.	1	2	3	4	5
7	Saya menerima permintaan untuk melakukan suatu pekerjaan yang saling bertentangan satu sama lain.	1	2	3	4	5

Sumber :Hendhani (2009).

KINERJA

No	Pertanyaan	STS	TS	R	S	SS
1	Secara relatif dibandingkan dengan auditor lain yang setingkat dengan saya, kinerja saya mendekati yang terbaik.	1	2	3	4	5
2	Kinerja saya membuat orang lain respek terhadap saya.	1	2	3	4	5
3	Dalam menyelesaikan pekerjaan, saya dapat menyelesaikan pekerjaan dengan ketelitian yang tinggi	1	2	3	4	5
4	Dalam melaksanakan tugas dilapangan, saya mempunyai inisiatif untuk mencari langkah yang terbaik	1	2	3	4	5

5	Saya dalam melaksanakan pemeriksaan sesuai dengan prosedur dan kebijakan yang diterapkan profesi	1	2	3	4	5
6	Berkaitan dengan tanggung jawab pekerjaan, saya akan berusaha mengerjakan dengan sebaik mungkin	1	2	3	4	5
7	Saya mampu membuat perencanaan dan jadwal pekerjaan karena dapat mempengaruhi ketepatan waktu serta hasil pekerjaan yang menjadi tanggung jawab	1	2	3	4	5
8	Dalam bekerja, saya bisa menghasilkan kinerja yang optimal dengan disertai penghematan biaya dan waktu	1	2	3	4	5

Sumber : Halimsaputra (2012)

JOB INSECURITY (KEAMANAN KERJA)

No	Pertanyaan	STS	TS	R	S	SS
1	Menurut saya, pekerjaan ini penting buat saya.	1	2	3	4	5
2	Saya gelisah dan tidak berdaya terhadap aspek-aspek pekerjaan di KAP ini.	1	2	3	4	5
3	Saya gelisah dan tidak berdaya terhadap peristiwa-peristiwa yang akan mempengaruhi kerja saya seperti dipecat.	1	2	3	4	5
4	Saya merasa tidak aman terhadap pekerjaan saya 1 sampai 2 tahun yang akan datang.	1	2	3	4	5
5	Ditempat kerja saya sekarang ini, saya tidak memiliki kesempatan yang sama untuk dipromosikan.	1	2	3	4	5
6	Di tempat kerja saya saat ini saya memiliki jaminan masa depan yang pasti.	1	2	3	4	5

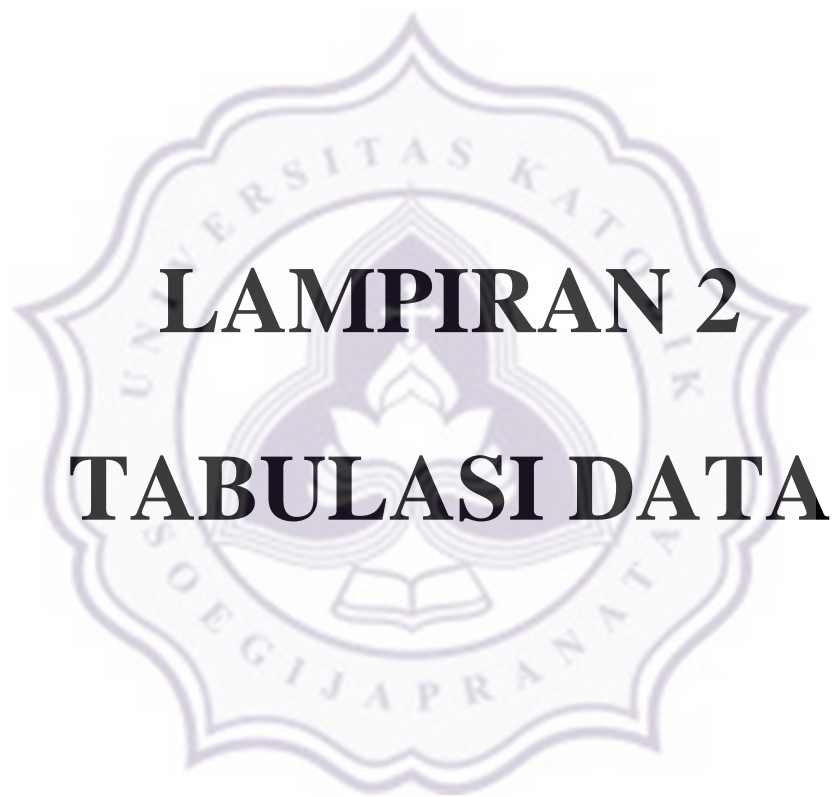
Sumber :Halimsaputra (2012).

(TURNOVER INTENTIONS) KEINGINAN BERPINDAH KERJA

No	Pertanyaan	STS	TS	R	S	SS
1	Saya sering berfikir untuk meninggalkan KAP ini.	1	2	3	4	5
2	Saya mungkin akan mencari secara aktif pekerjaan yang lain.	1	2	3	4	5
3	Saya sering berpikir untuk berhenti.	1	2	3	4	5
4	Saya tertarik untuk pindah kerja walaupun rekan kerja tidak melakukannya.	1	2	3	4	5
5	Saya merasa dengan prestasi yang saya miliki, saya akan mendapatkan kesempatan kerja di tempat lain.	1	2	3	4	5
6	Saya ingin mencari lingkungan kerja yang baru.	1	2	3	4	5
7	Saya mungkin akan keluar dari KAP ini apabila ada kesempatan yang lebih baik.	1	2	3	4	5
8	Saya tertarik untuk mencari lowongan pekerjaan baru.	1	2	3	4	5
9	Tidak ada salahnya saya bekerja di tempat baru yang mungkin lebih baik dari tempat ini.	1	2	3	4	5

Sumber :Halimsaputra (2012).

Terimakasih atas partisipasi Bapak/Ibu



LAMPIRAN 2

TABULASI DATA

DATA RESPONDEN

Responden	Jenis Kelamin		Usia	Pendidikan				Masa Kerja	Jabatan	
	Laki-laki	Perempuan		D3	S1	S2	S3		Auditor Senior	Auditor Yuniior
1		1	23	1				24		1
2		1	30		1			24		1
3		1	25		1			21		1
4	1		35		1			50	1	
5		1	25		1			15		1
6	1		34		1			81	1	
7	1		31		1			29		1
8	1		23		1			13		1
9		1	23		1			17		1
10	1		21	1				15		1
11	1		28		1			20		1
12	1		42		1			71	1	
13	1		25		1			16		1
14	1		24	1				14		1
15		1	28		1			18		1
16		1	25		1			20		1
17	1		33		1			29		1
18	1		42			1		98	1	
19	1		30		1			24		1
20		1	51			1		126	1	
21	1		23	1				12		1
22	1		27		1			25		1
23	1		42		1			87	1	
24		1	31		1			41		1
25	1		26		1			19		1
26		1	36		1			39		1
27	1		45		1			74	1	
28	1		23		1			27		1
29	1		34		1			24		1
30	1		36		1			72	1	
31	1		24	1				15		1
32	1		32		1			60	1	
33		1	24	1				35		1
34		1	25	1				26		1
35	1		31	1				38		1
36	1		35		1			36		1
37	1		24		1			18		1
38		1	21	1				13		1
39		1	21	1				21		1
40		1	24		1			14		1
41	1		53		1			80	1	
42	1		24		1			23		1

TABULASI KUEISONER VARIABEL KEPUASAN KERJA

RESPONDEN	KEPUASAN KERJA									T	R
	P1	P2	P3	P4	P5	P6	P7	P8	P9		
1	4	4	4	4	4	4	4	4	4	36	4
2	4	4	4	4	4	4	4	4	4	36	4
3	4	4	4	4	4	4	4	4	4	36	4
4	4	4	4	4	4	4	4	4	4	36	4
5	4	4	4	4	4	4	4	4	4	36	4
6	3	4	4	3	3	4	4	5	5	35	3.88889
7	4	4	5	4	4	5	5	5	4	40	4.44444
8	4	4	4	4	4	4	4	4	4	36	4
9	4	2	3	3	4	5	4	4	2	31	3.44444
10	4	4	4	4	4	4	4	4	4	36	4
11	4	4	4	4	4	4	4	4	4	36	4
12	4	4	4	4	4	4	4	4	4	36	4
13	4	4	4	4	4	4	4	4	4	36	4
14	4	4	4	3	3	3	3	4	4	32	3.55556
15	4	4	5	4	4	5	5	5	4	40	4.44444
16	3	3	4	4	4	5	3	4	4	34	3.77778
17	4	4	4	4	3	3	3	5	3	33	3.66667
18	4	4	4	3	4	4	3	3	4	33	3.66667
19	4	4	4	4	4	4	3	3	4	34	3.77778
20	4	4	4	3	3	3	5	5	5	36	4
21	4	4	3	3	4	3	4	5	5	35	3.88889
22	3	3	3	3	4	4	3	3	4	30	3.33333
23	5	5	4	5	5	4	5	4	4	41	4.55556
24	5	5	5	5	5	5	5	5	5	45	5
25	4	5	4	5	4	4	4	4	4	38	4.22222
26	5	5	5	5	5	5	5	5	5	45	5
27	5	5	5	5	5	5	3	4	5	42	4.66667
28	3	3	3	4	4	4	4	4	4	33	3.66667
29	2	4	4	2	2	4	3	2	2	25	2.77778
30	4	4	4	4	4	4	4	4	4	36	4
31	4	4	5	5	4	5	4	4	5	40	4.44444
32	4	5	4	4	5	4	4	5	3	38	4.22222
33	4	4	4	4	4	4	3	4	4	35	3.88889
34	4	4	3	4	4	4	4	4	3	34	3.77778
35	4	3	3	3	4	4	4	3	3	31	3.44444
36	4	4	4	5	5	4	4	5	4	39	4.33333
37	4	4	4	5	4	4	5	5	5	40	4.44444
38	4	4	4	4	4	4	3	3	3	33	3.66667
39	4	4	4	5	4	4	5	5	4	39	4.33333
40	4	4	4	4	4	4	4	4	4	36	4
41	4	4	5	4	4	3	4	4	4	36	4
42	5	5	4	4	4	5	5	4	4	40	4.44444
									Min	25	
									Max	45	
									Mean	36.17	

TABULASI KUEISONER VARIABEL KOMITMEN ORGANISASIONAL

RESPONDEN	KOMITMEN ORGANISASI											T	R	
	P1	P2	P3	P4	P5	P6	P7	P8	P9	P10	P11			
1	4	4	4	4	4	4	4	4	4	4	4	44	7.333333	
2	4	4	4	4	4	4	4	4	4	4	4	44	4	
3	3	3	3	4	4	4	4	3	3	4	3	38	3.454545	
4	3	3	2	3	3	3	3	4	3	4	4	35	3.181818	
5	3	3	4	4	3	4	4	4	4	3	3	39	3.545455	
6	3	3	3	3	2	4	3	4	3	4	4	36	3.272727	
7	4	4	4	5	4	5	5	5	4	5	5	50	4.545455	
8	4	4	4	3	3	4	4	3	4	4	3	40	3.636364	
9	4	4	3	3	2	4	3	3	4	4	4	38	3.454545	
10	3	4	3	4	3	3	4	3	4	4	4	39	3.545455	
11	4	4	4	4	4	4	4	4	4	4	4	44	4	
12	3	3	3	2	4	3	3	3	4	2	4	34	3.090909	
13	4	4	4	4	4	4	3	4	4	4	4	43	3.909091	
14	3	3	3	4	4	4	3	3	3	3	4	37	3.363636	
15	4	4	3	4	4	5	5	4	5	5	3	46	4.181818	
16	4	4	4	3	3	4	4	5	4	5	4	44	4	
17	4	3	4	4	3	3	3	4	3	4	4	39	3.545455	
18	4	4	4	4	4	4	4	4	4	4	4	44	4	
19	4	4	4	4	4	4	4	4	4	4	5	45	4.090909	
20	3	4	3	3	3	3	4	2	4	3	4	36	3.272727	
21	3	3	4	4	4	4	3	3	4	3	3	38	3.454545	
22	3	4	3	5	3	4	3	3	4	4	4	40	3.636364	
23	5	4	4	4	4	4	5	5	4	4	4	47	4.272727	
24	5	5	5	5	5	5	5	5	5	5	5	55	5	
25	4	4	4	4	4	4	4	4	4	4	4	44	4	
26	4	4	5	5	5	4	5	4	4	4	4	48	4.363636	
27	5	5	4	4	3	3	4	5	5	4	4	46	4.181818	
28	4	4	3	4	4	4	4	4	4	4	4	43	3.909091	
29	2	3	3	4	2	2	2	3	3	3	3	30	2.727273	
30	4	4	4	4	4	4	4	4	4	4	4	44	4	
31	3	4	3	3	4	3	4	3	5	4	3	39	3.545455	
32	4	4	3	5	4	5	5	5	4	4	4	47	4.272727	
33	4	4	3	4	3	4	3	4	4	4	4	41	3.727273	
34	4	3	3	4	4	4	2	4	4	4	4	40	3.636364	
35	2	3	3	3	2	3	3	2	2	3	3	29	2.636364	
36	4	4	5	4	5	5	5	4	4	5	4	49	4.454545	
37	3	4	4	3	5	3	4	4	3	3	3	39	3.545455	
38	4	2	4	4	4	4	3	4	4	4	4	41	3.727273	
39	4	4	4	5	5	4	4	4	5	4	5	48	4.363636	
40	4	4	4	4	4	4	4	4	4	4	4	44	4	
41	4	4	3	3	4	4	5	5	5	4	4	45	4.090909	
42	4	4	3	3	3	4	4	5	4	4	5	43	3.909091	
												Min	29	
												Max	55	
												Mean	41,79	

TABULASI KUEISONER VARIABEL KONFLIK PERAN

KONFLIK PERAN									
RESPONDEN	P1	P2	P3	P4	P5	P6	P7	T	R
1	2	2	2	2	2	1	2	13	1.85714
2	3	2	2	2	2	2	2	15	2.14286
3	2	3	4	4	3	2	2	20	2.85714
4	2	3	3	4	3	3	2	20	2.85714
5	1	3	3	5	4	3	5	24	3.42857
6	3	3	4	4	3	3	2	22	3.14286
7	3	3	3	2	2	3	3	19	2.71429
8	3	3	3	2	3	2	2	18	2.57143
9	2	4	2	2	3	2	3	18	2.57143
10	3	3	3	3	3	3	3	21	3
11	2	4	3	3	3	3	3	21	3
12	3	3	3	2	2	2	3	18	2.57143
13	3	3	3	2	2	3	3	19	2.71429
14	3	3	2	2	2	2	2	16	2.28571
15	3	3	2	2	2	3	3	18	2.57143
16	3	3	4	3	3	3	2	21	3
17	4	2	2	2	3	3	2	18	2.57143
18	3	2	2	2	2	2	2	15	2.14286
19	3	2	2	2	2	2	2	15	2.14286
20	2	4	4	3	3	4	4	24	3.42857
21	2	4	3	3	4	4	4	24	3.42857
22	4	3	3	2	3	3	2	20	2.85714
23	5	1	2	1	1	1	1	12	1.71429
24	5	1	1	1	1	1	1	11	1.57143
25	5	1	1	1	1	1	1	11	1.57143
26	3	3	3	2	2	2	3	18	2.57143
27	4	2	3	3	2	2	2	18	2.57143
28	2	3	3	2	2	2	3	17	2.42857
29	1	5	4	3	3	3	4	23	3.28571
30	3	3	3	3	3	3	3	21	3
31	3	3	4	4	4	2	2	22	3.14286
32	4	2	2	3	3	3	3	20	2.85714
33	4	2	2	2	2	2	2	16	2.28571
34	3	3	4	4	4	5	3	26	3.71429
35	4	2	2	2	2	2	3	17	2.42857
36	3	3	3	2	2	4	4	21	3
37	4	3	2	3	3	3	2	20	2.85714
38	4	2	2	2	2	2	2	16	2.28571
39	2	3	3	2	2	2	2	16	2.28571
40	2	4	4	4	4	4	4	26	3.71429
41	2	4	4	4	4	4	4	26	3.71429
42	2	4	4	4	4	4	4	26	3.71429
							Min	11	
							Max	26	
							Mean	19.095	

TABULASI KUEISONER VARIABEL KONFLIK PERAN

(Setelah dilakukan penghilangan pertanyaan nomor 1)

KONFLIK PERAN									
RESPONDEN	P1	P2	P3	P4	P5	P6	P7	T	R
1		2	2	2	2	1	2	11	1.83333
2		2	2	2	2	2	2	12	2
3		3	4	4	3	2	2	18	3
4		3	3	4	3	3	2	18	3
5		3	3	5	4	3	5	23	3.83333
6		3	4	4	3	3	2	19	3.16667
7		3	3	2	2	3	3	16	2.66667
8		3	3	2	3	2	2	15	2.5
9		4	2	2	3	2	3	16	2.66667
10		3	3	3	3	3	3	18	3
11		4	3	3	3	3	3	19	3.16667
2		3	3	2	2	2	3	15	2.5
13		3	3	2	2	3	3	16	2.66667
14		3	2	2	2	2	2	13	2.16667
15		3	2	2	2	3	3	15	2.5
16		3	4	3	3	3	2	18	3
17		2	2	2	3	3	2	14	2.33333
8		2	2	2	2	2	2	12	2
19		2	2	2	2	2	2	12	2
20		4	4	3	3	4	4	22	3.66667
21		4	3	3	4	4	4	22	3.66667
22		3	3	2	3	3	2	16	2.66667
23		1	2	1	1	1	1	7	1.16667
24		1	1	1	1	1	1	6	1
25		1	1	1	1	1	1	6	1
26		3	3	2	2	2	3	15	2.5
27		2	3	3	2	2	2	14	2.33333
28		3	3	2	2	2	3	15	2.5
29		5	4	3	3	3	4	22	3.66667
30		3	3	3	3	3	3	18	3
31		3	4	4	4	2	2	19	3.16667
32		2	2	3	3	3	3	16	2.66667
33		2	2	2	2	2	2	12	2
34		3	4	4	4	5	3	23	3.83333
35		2	2	2	2	2	3	13	2.16667
36		3	3	2	2	4	4	18	3
37		3	2	3	3	3	2	16	2.66667
38		2	2	2	2	2	2	12	2
39		3	3	2	2	2	2	14	2.33333
40		4	4	4	4	4	4	24	4
41		4	4	4	4	4	4	24	4
42		4	4	4	4	4	4	24	4
							Min	6	
							Max	24	
							Mean	16.14	

TABULASI KUEISONER VARIABEL KINERJA

RESPONDEN	KINERJA								T	R
	P1	P2	P3	P4	P5	P6	P7	P8		
1	4	4	4	4	4	4	4	4	32	4
2	4	4	4	4	4	4	4	4	32	4
3	3	3	3	3	4	4	4	4	28	3.5
4	4	4	4	4	4	4	4	4	32	4
5	4	4	4	3	3	4	3	4	29	3.625
6	3	3	4	4	4	3	3	4	28	3.5
7	3	3	4	4	3	3	3	3	26	3.25
8	3	3	3	4	4	4	4	4	29	3.625
9	4	3	4	4	4	4	4	4	31	3.875
10	4	4	4	4	4	4	4	4	32	4
11	3	4	3	3	4	3	4	3	27	3.375
12	4	4	3	3	3	4	4	3	28	3.5
13	4	4	4	4	4	4	4	4	32	4
14	4	4	3	3	3	4	4	3	28	3.5
15	3	3	3	4	4	3	3	4	27	3.375
16	3	3	3	3	3	4	4	4	27	3.375
17	3	3	3	4	4	4	3	3	27	3.375
18	3	4	4	4	4	4	4	4	31	3.875
19	4	4	4	4	4	4	4	4	32	4
20	3	3	3	4	4	4	3	3	27	3.375
21	4	4	4	3	3	3	4	4	29	3.625
22	4	4	4	3	3	3	3	3	27	3.375
23	4	4	4	4	5	4	4	4	33	4.125
24	5	5	5	5	5	5	5	5	40	5
25	5	5	5	4	5	4	4	5	37	4.625
26	4	4	4	4	4	4	4	4	32	4
27	4	4	2	4	4	4	4	5	31	3.875
28	2	2	3	2	2	3	2	3	19	2.375
29	2	4	4	4	4	4	4	4	30	3.75
30	3	4	3	4	4	4	4	4	30	3.75
31	4	4	5	4	4	5	5	5	36	4.5
32	4	4	4	5	5	5	5	5	37	4.625
33	3	4	3	3	4	4	3	3	27	3.375
34	2	2	2	2	2	2	3	3	18	2.25
35	4	4	4	4	3	3	3	3	28	3.5
36	3	3	3	3	4	4	4	5	29	3.625
37	3	3	3	4	4	4	4	4	29	3.625
38	3	4	4	4	4	4	4	4	31	3.875
39	4	4	4	4	4	4	5	4	33	4.125
40	4	3	3	3	3	3	3	3	25	3.125
41	4	4	4	3	3	3	4	4	29	3.625
42	4	4	3	4	4	3	4	4	30	3.75
								Min	18	
								Max	40	
								Mean	29.64	

TABULASI KUEISONER VARIABEL *JOB INSECURITY*

RESPONDEN	<i>JOB INSECURITY</i>							R
	P1	P2	P3	P4	P5	P6	T	
1	2	4	3	4	2	3	18	3
2	2	4	3	2	2	2	15	2.5
3	2	2	2	2	2	4	14	2.3333333
4	2	3	2	2	3	2	14	2.3333333
5	2	3	2	2	2	3	14	2.3333333
6	4	2	2	2	2	4	16	2.6666667
7	4	2	3	2	2	3	16	2.6666667
8	2	4	2	2	2	3	15	2.5
9	2	3	2	2	4	3	16	2.6666667
10	2	3	3	3	3	3	17	2.8333333
11	2	3	3	3	3	3	17	2.8333333
12	5	3	3	3	2	4	20	3.3333333
13	2	2	2	3	4	2	15	2.5
14	4	2	2	3	2	3	16	2.6666667
15	4	2	2	2	1	4	15	2.5
16	3	2	2	3	2	4	16	2.6666667
17	4	2	3	3	2	5	19	3.1666667
18	2	2	2	2	2	2	12	2
19	2	3	2	2	2	2	13	2.1666667
20	4	3	2	3	2	2	16	2.6666667
21	4	2	2	3	3	3	17	2.8333333
22	4	3	2	2	3	3	17	2.8333333
23	1	2	2	1	1	4	11	1.8333333
24	1	3	2	3	2	1	12	2
25	1	1	2	2	2	1	9	1.5
26	4	4	2	3	3	4	20	3.3333333
27	4	2	3	3	2	4	18	3
28	2	2	3	2	2	3	14	2.3333333
29	3	2	2	2	3	4	16	2.6666667
30	2	3	2	3	3	3	16	2.6666667
31	4	3	2	2	2	3	16	2.6666667
32	3	3	3	3	3	3	18	3
33	2	3	2	2	2	4	15	2.5
34	3	4	2	3	4	4	20	3.3333333
35	4	2	3	2	2	3	16	2.6666667
36	4	3	2	3	3	4	19	3.1666667
37	4	3	2	2	3	4	18	3
38	2	2	2	2	2	2	12	2
39	2	2	3	3	2	4	16	2.6666667
40	2	3	2	3	3	2	15	2.5
41	4	2	3	3	2	3	17	2.8333333
42	4	2	4	3	2	3	18	3
						Min	9	
						Max	20	
						Mean	15.81	

TABULASI KUEISONER VARIABEL *JOB INSECURITY*

(Pertanyaan Nomor 1 dan 6)

Responden	P1	P6	T	R
1	2	3	5	3.33333
2	2	2	4	2.66667
3	2	4	6	4
4	2	2	4	2.66667
5	2	3	5	3.33333
6	4	4	8	5.33333
7	4	3	7	4.66667
8	2	3	5	3.33333
9	2	3	5	3.33333
10	2	3	5	3.33333
11	2	3	5	3.33333
12	5	4	9	6
13	2	2	4	2.66667
14	4	3	7	4.66667
15	4	4	8	5.33333
16	3	4	7	4.66667
17	4	5	9	6
18	2	2	4	2.66667
19	2	2	4	2.66667
20	4	2	6	4
21	4	3	7	4.66667
22	4	3	7	4.66667
23	1	4	5	3.33333
24	1	1	2	1.33333
25	1	1	2	1.33333
26	4	4	8	5.33333
27	4	4	8	5.33333
28	2	3	5	3.33333
29	3	4	7	4.66667
30	2	3	5	3.33333
31	4	3	7	4.66667
32	3	3	6	4
33	2	4	6	4
34	3	4	7	4.66667
35	4	3	7	4.66667
36	4	4	8	5.33333
37	4	4	8	5.33333
38	2	2	4	2.66667
39	2	4	6	4
40	2	2	4	2.66667
41	4	3	7	4.66667
42	4	3	7	4.66667
		Min	2	
		Max	9	
		Mean	5.95	

TABULASI KUEISONER VARIABEL *TURNOVER INTENTIONS*

RESPONDEN	<i>Turnover Intentions</i>										T	R
	P1	P2	P3	P4	P5	P6	P7	P8	P9			
1	3	3	3	3	4	4	4	4	3	31	3.4444444	
2	2	2	2	2	4	2	2	2	2	20	2.2222222	
3	3	4	2	2	4	3	4	3	4	29	3.2222222	
4	3	4	4	3	4	4	4	3	3	32	3.5555556	
5	4	4	4	3	4	4	4	3	3	33	3.6666667	
6	3	3	3	4	2	2	2	2	2	23	2.5555556	
7	3	3	4	3	2	3	2	2	3	25	2.7777778	
8	3	3	3	3	3	3	4	4	4	30	3.3333333	
9	4	2	3	4	3	3	4	3	3	29	3.2222222	
10	3	3	3	3	3	3	3	3	3	27	3	
11	4	3	3	3	4	3	4	3	3	30	3.3333333	
12	3	4	2	2	2	3	2	2	2	22	2.4444444	
13	3	4	2	2	3	3	5	3	4	29	3.2222222	
14	2	2	2	2	2	2	2	2	2	18	2	
15	2	2	3	2	3	2	3	3	3	23	2.5555556	
16	3	4	3	3	2	2	2	3	2	24	2.6666667	
17	2	2	2	3	2	3	3	2	2	21	2.3333333	
18	2	3	2	3	3	3	3	3	3	25	2.7777778	
19	2	3	2	3	3	3	3	3	3	25	2.7777778	
20	2	3	3	2	2	4	3	4	2	25	2.7777778	
21	2	2	3	2	3	3	4	4	3	26	2.8888889	
22	2	3	2	3	3	2	2	2	2	21	2.3333333	
23	5	1	1	1	1	1	1	1	1	13	1.4444444	
24	1	1	1	1	1	1	1	1	1	9	1	
25	1	1	1	2	1	2	1	1	2	12	1.3333333	
26	2	2	1	1	1	2	1	2	2	14	1.5555556	
27	1	1	2	2	2	2	1	2	1	14	1.5555556	
28	3	4	3	4	4	5	4	5	5	37	4.1111111	
29	4	4	3	4	4	4	4	4	4	35	3.8888889	
30	3	3	3	3	3	3	3	3	3	27	3	
31	2	2	2	2	3	1	2	2	2	18	2	
32	2	2	2	2	2	2	1	1	1	15	1.6666667	
33	4	2	3	2	4	2	3	2	4	26	2.8888889	
34	3	4	3	4	4	4	4	4	4	34	3.7777778	
35	1	1	1	2	1	2	2	2	2	14	1.5555556	
36	2	2	2	1	1	1	2	2	2	15	1.6666667	
37	1	1	1	2	1	2	2	2	2	14	1.5555556	
38	2	2	2	2	2	2	3	2	4	21	2.3333333	
39	3	3	3	2	2	2	3	2	2	22	2.4444444	
40	4	4	4	4	4	4	4	4	4	36	4	
41	2	2	2	1	1	2	2	1	2	15	1.6666667	
42	3	3	3	2	2	2	2	2	1	20	2.2222222	
									Min	9		
									Max	37		
									Mean	23.31		



LAMPIRAN 3
HASIL OUTPUT SPSS

HASIL OUTPUT DESKRIPTIF USIA**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Usia	42	21.00	53.00	29.9762	8.05314
Valid N (listwise)	42				

HASIL OUTPUT DESKRIPTIF JENIS KELAMIN**Jenis_kelamin**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki-laki	27	64.3	64.3	64.3
Perempuan	15	35.7	35.7	100.0
Total	42	100.0	100.0	

HASIL OUTPUT DESKRIPTIF PENDIDIKAN**Pendidikan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3	10	23.8	23.8	23.8
S1	30	71.4	71.4	95.2
S2	2	4.8	4.8	100.0
Total	42	100.0	100.0	

HASIL OUTPUT DESKRIPTIF MASA KERJA**Descriptive Statistics**

	N	Minimum	Maximum	Mean	Std. Deviation
Lama_Kerja	42	12.00	126.00	36.2857	27.50103
Valid N (listwise)	42				

HASIL OUTPUT DESKRIPTIF JABATAN RESPONDEN

Jabatan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Yunior	32	76.2	76.2	76.2
	Senior	10	23.8	23.8	100.0
	Total	42	100.0	100.0	

HASIL OUTPUT CROSSTAB PENDIDIKAN DENGAN JABATAN

Pendidikan * Jabatan Crosstabulation

		Jabatan		Total	
		Yunior	Senior		
Pendidikan	D3	Count	10	0	10
		% of Total	23.8%	.0%	23.8%
S1		Count	22	8	30
		% of Total	52.4%	19.0%	71.4%
S2		Count	0	2	2
		% of Total	.0%	4.8%	4.8%
Total		Count	32	10	42
		% of Total	76.2%	23.8%	100.0%

HASIL OUTPUT CROSSTAB JABATAN DENGAN JENIS KELAMIN

Jabatan * Jenis_kelamin Crosstabulation

			Jenis_kelamin		Total
			Laki-laki	Perempuan	
Jabatan	Yunior	Count	18	14	32
		% of Total	42.9%	33.3%	76.2%
Senior	Count	9	1	10	
	% of Total	21.4%	2.4%	23.8%	
Total	Count	27	15	42	
	% of Total	64.3%	35.7%	100.0%	

HASIL OUTPUT CROSSTAB PENDIDIKAN DENGAN JENIS KELAMIN

Pendidikan * Jenis_kelamin Crosstabulation

			Jenis_kelamin		Total
			Laki-laki	Perempuan	
Pendidikan D3	Count		5	5	10
	% of Total		11.9%	11.9%	23.8%
S1	Count		21	9	30
	% of Total		50.0%	21.4%	71.4%
S2	Count		1	1	2
	% of Total		2.4%	2.4%	4.8%
Total	Count		27	15	42
	% of Total		64.3%	35.7%	100.0%



HASIL OUTPUT UJI VALIDITAS VARIABEL KEPUASAN KERJA

Correlations

		Kepuasan kerja1	Kepuasan kerja2	Kepuasan kerja3	Kepuasan kerja4	Kepuasan kerja5	Kepuasan kerja6	Kepuasan kerja7	Kepuasan kerja8	Kepuasan kerja9	Total_Kepuasan_kerja
Kepuasan_kerja1	Pearson Correlation Sig. (1-tailed)	1	.576(**)	.387(**)	.605(**)	.668(**)	.233	.445(**)	.376(**)	.362(**)	.760(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja2	Pearson Correlation Sig. (1-tailed)	.576(**)	1	.572(**)	.509(**)	.345(*)	.063	.298(*)	.279(*)	.396(**)	.662(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja3	Pearson Correlation Sig. (1-tailed)	.387(**)	.572(**)	1	.486(**)	.223	.369(**)	.256	.300(*)	.426(**)	.654(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja4	Pearson Correlation Sig. (1-tailed)	.605(**)	.509(**)	.486(**)	1	.700(**)	.361(**)	.400(**)	.441(**)	.428(**)	.820(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja5	Pearson Correlation Sig. (1-tailed)	.668(**)	.345(*)	.223	.700(**)	1	.435(**)	.307(*)	.296(*)	.292(*)	.697(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja6	Pearson Correlation Sig. (1-tailed)	.233	.063	.369(**)	.361(**)	.435(**)	1	.255	.031	.065	.446(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja7	Pearson Correlation Sig. (1-tailed)	.445(**)	.298(*)	.256	.400(**)	.307(*)	.255	1	.616(**)	.350(*)	.666(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja8	Pearson Correlation Sig. (1-tailed)	.376(**)	.279(*)	.300(*)	.441(**)	.296(*)	.031	.616(**)	1	.489(**)	.660(**)
	N	42	42	42	42	42	42	42	42	42	42
Kepuasan_kerja9	Pearson Correlation Sig. (1-tailed)	.362(**)	.396(**)	.426(**)	.428(**)	.292(*)	.065	.350(*)	.489(**)	1	.651(**)
	N	42	42	42	42	42	42	42	42	42	42
Total_Kepuasan_kerja	Pearson Correlation Sig. (1-tailed)	.760(**)	.662(**)	.654(**)	.820(**)	.697(**)	.446(**)	.666(**)	.660(**)	.651(**)	1
	N	42	42	42	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL KOMITMEN ORGANISASIONAL

Correlations

	KO 1	KO 2	KO 3	KO 4	KO 5	KO 6	KO 7	KO 8	KO 9	KO 10	KO 11	Total KO
KO_1 Pearson Correlation	1	.586(**)	.525(**)	.352(*)	.424(**)	.562(**)	.514(**)	.739(**)	.620(**)	.625(**)	.545(**)	.846(**)
Sig. (1-tailed)		.000	.000	.011	.003	.000	.000	.000	.000	.000	.000	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_2 Pearson Correlation	.586(**)	1	.347(*)	.249	.271(*)	.285(*)	.616(**)	.394(**)	.599(**)	.468(**)	.357(*)	.666(**)
Sig. (1-tailed)	.000		.012	.056	.041	.034	.000	.005	.000	.001	.010	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_3 Pearson Correlation	.525(**)	.347(*)	1	.431(**)	.554(**)	.373(**)	.446(**)	.355(*)	.274(*)	.320(*)	.215	.642(**)
Sig. (1-tailed)	.000	.012		.002	.000	.008	.002	.011	.039	.019	.086	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_4 Pearson Correlation	.352(*)	.249	.431(**)	1	.415(**)	.488(**)	.291(*)	.313(*)	.247	.417(**)	.325(*)	.595(**)
Sig. (1-tailed)	.011	.056	.002		.003	.001	.031	.022	.058	.003	.018	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_5 Pearson Correlation	.424(**)	.271(*)	.554(**)	.415(**)	1	.462(**)	.533(**)	.343(*)	.420(**)	.226	.242	.664(**)
Sig. (1-tailed)	.003	.041	.000	.003		.001	.000	.013	.003	.075	.061	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_6 Pearson Correlation	.562(**)	.285(*)	.373(**)	.488(**)	.462(**)	1	.557(**)	.489(**)	.387(**)	.637(**)	.355(*)	.735(**)
Sig. (1-tailed)	.000	.034	.008	.001	.001		.000	.001	.006	.000	.010	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_7 Pearson Correlation	.514(**)	.616(**)	.446(**)	.291(*)	.533(**)	.557(**)	1	.498(**)	.495(**)	.503(**)	.223	.758(**)
Sig. (1-tailed)	.000	.000	.002	.031	.000	.000		.000	.000	.000	.078	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_8 Pearson Correlation	.739(**)	.394(**)	.355(*)	.313(*)	.343(*)	.489(**)	.498(**)	1	.417(**)	.577(**)	.510(**)	.744(**)
Sig. (1-tailed)	.000	.005	.011	.022	.013	.001	.000		.003	.000	.000	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_9 Pearson Correlation	.620(**)	.599(**)	.274(*)	.247	.420(**)	.387(**)	.495(**)	.417(**)	1	.415(**)	.312(*)	.674(**)
Sig. (1-tailed)	.000	.000	.039	.058	.003	.006	.000	.003		.003	.022	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_10 Pearson Correlation	.625(**)	.468(**)	.320(*)	.417(**)	.226	.637(**)	.503(**)	.577(**)	.415(**)	1	.385(**)	.720(**)
Sig. (1-tailed)	.000	.001	.019	.003	.075	.000	.000	.000	.003		.006	.000
N	42	42	42	42	42	42	42	42	42	42	42	42
KO_11 Pearson Correlation	.545(**)	.357(*)	.215	.325(*)	.242	.355(*)	.223	.510(**)	.312(*)	.385(**)	1	.569(**)
Sig. (1-tailed)	.000	.010	.086	.018	.061	.010	.078	.000	.022	.006		.000
N	42	42	42	42	42	42	42	42	42	42	42	42
Total KO Pearson Correlation	.846(**)	.666(**)	.642(**)	.595(**)	.664(**)	.735(**)	.758(**)	.744(**)	.674(**)	.720(**)	.569(**)	1
Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	42	42	42	42	42	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL KONFLIK PERAN

(Pertanyaan Nomor 1 tidak valid)

Correlations

		Konflik_peran1	Konflik_peran2	Konflik_peran3	Konflik_peran4	Konflik_peran5	Konflik_peran6	Konflik_peran7	Total_konflik_peran
Konflik_peran1	Pearson Correlation	1	-.795(**)	-.613(**)	-.585(**)	-.572(**)	-.416(**)	-.682(**)	-.586(**)
	Sig. (1-tailed)		.000	.000	.000	.000	.003	.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran2	Pearson Correlation	-.795(**)	1	.728(**)	.557(**)	.691(**)	.661(**)	.727(**)	.795(**)
	Sig. (1-tailed)	.000		.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran3	Pearson Correlation	-.613(**)	.728(**)	1	.734(**)	.694(**)	.633(**)	.520(**)	.828(**)
	Sig. (1-tailed)	.000	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran4	Pearson Correlation	-.585(**)	.557(**)	.734(**)	1	.859(**)	.621(**)	.525(**)	.837(**)
	Sig. (1-tailed)	.000	.000	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran5	Pearson Correlation	-.572(**)	.691(**)	.694(**)	.859(**)	1	.730(**)	.591(**)	.899(**)
	Sig. (1-tailed)	.000	.000	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran6	Pearson Correlation	-.416(**)	.661(**)	.633(**)	.621(**)	.730(**)	1	.707(**)	.893(**)
	Sig. (1-tailed)	.003	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42
Konflik_peran7	Pearson Correlation	-.682(**)	.727(**)	.520(**)	.525(**)	.591(**)	.707(**)	1	.763(**)
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42
Total_konflik_peran	Pearson Correlation	-.586(**)	.795(**)	.828(**)	.837(**)	.899(**)	.893(**)	.763(**)	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL KONFLIK PERAN

Correlations

		Konflik_ peran2	Konflik_ peran3	Konflik_ peran4	Konflik_ peran5	Konflik_ peran6	Konflik_ peran7	Total_Konflik_ peran
Konflik_peran2	Pearson Correlation	1	.728(**)	.557(**)	.691(**)	.661(**)	.727(**)	.854(**)
	Sig. (1-tailed)		.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42
Konflik_peran3	Pearson Correlation	.728(**)	1	.734(**)	.694(**)	.633(**)	.520(**)	.843(**)
	Sig. (1-tailed)	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42
Konflik_peran4	Pearson Correlation	.557(**)	.734(**)	1	.859(**)	.621(**)	.525(**)	.845(**)
	Sig. (1-tailed)	.000	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42
Konflik_peran5	Pearson Correlation	.691(**)	.694(**)	.859(**)	1	.730(**)	.591(**)	.895(**)
	Sig. (1-tailed)	.000	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42
Konflik_peran6	Pearson Correlation	.661(**)	.633(**)	.621(**)	.730(**)	1	.707(**)	.856(**)
	Sig. (1-tailed)	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42
Konflik_peran7	Pearson Correlation	.727(**)	.520(**)	.525(**)	.591(**)	.707(**)	1	.802(**)
	Sig. (1-tailed)	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42
Total_Konflik_ peran	Pearson Correlation	.854(**)	.843(**)	.845(**)	.895(**)	.856(**)	.802(**)	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL KINERJA

Correlations

		Kinerja1	Kinerja2	Kinerja3	Kinerja4	Kinerja5	Kinerja6	Kinerja7	Kinerja8	Total_Kin erja
Kinerja1	Pearson Correlatio n	1	.727(**)	.558(**)	.408(**)	.374(**)	.363(**)	.478(**)	.390(**)	.710(**)
	Sig. (1- tailed)		.000	.000	.004	.007	.009	.001	.005	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja2	Pearson Correlatio n	.727(**)	1	.607(**)	.481(**)	.524(**)	.466(**)	.581(**)	.406(**)	.787(**)
	Sig. (1- tailed)	.000		.000	.001	.000	.001	.000	.004	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja3	Pearson Correlatio n	.558(**)	.607(**)	1	.500(**)	.400(**)	.392(**)	.397(**)	.408(**)	.704(**)
	Sig. (1- tailed)	.000	.000		.000	.004	.005	.005	.004	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja4	Pearson Correlatio n	.408(**)	.481(**)	.500(**)	1	.795(**)	.588(**)	.523(**)	.522(**)	.787(**)
	Sig. (1- tailed)	.004	.001	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja5	Pearson Correlatio n	.374(**)	.524(**)	.400(**)	.795(**)	1	.664(**)	.593(**)	.631(**)	.813(**)
	Sig. (1- tailed)	.007	.000	.004	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja6	Pearson Correlatio n	.363(**)	.466(**)	.392(**)	.588(**)	.664(**)	1	.665(**)	.585(**)	.765(**)
	Sig. (1- tailed)	.009	.001	.005	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja7	Pearson Correlatio n	.478(**)	.581(**)	.397(**)	.523(**)	.593(**)	.665(**)	1	.685(**)	.800(**)
	Sig. (1- tailed)	.001	.000	.005	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42
Kinerja8	Pearson Correlatio n	.390(**)	.406(**)	.408(**)	.522(**)	.631(**)	.585(**)	.685(**)	1	.752(**)
	Sig. (1- tailed)	.005	.004	.004	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42
Total_Ki nerja	Pearson Correlatio n	.710(**)	.787(**)	.704(**)	.787(**)	.813(**)	.765(**)	.800(**)	.752(**)	1
	Sig. (1- tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(Semua pertanyaan disertakan)

Correlations

		JI 1	JI 2	JI 3	JI 4	JI 5	JI 6	Total JI
Job_insecurity1	Pearson Correlation	1	-.070	.215	.225	-.023	.482(**)	.704(**)
	Sig. (1-tailed)		.331	.086	.076	.443	.001	.000
	N	42	42	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-.070	1	-.081	.224	.340(*)	-.018	.397(**)
	Sig. (1-tailed)	.331		.306	.077	.014	.456	.005
	N	42	42	42	42	42	42	42
Job_insecurity3	Pearson Correlation	.215	-.081	1	.346(*)	-.178	.130	.374(**)
	Sig. (1-tailed)	.086	.306		.012	.129	.206	.007
	N	42	42	42	42	42	42	42
Job_insecurity4	Pearson Correlation	.225	.224	.346(*)	1	.294(*)	.045	.590(**)
	Sig. (1-tailed)	.076	.077	.012		.029	.388	.000
	N	42	42	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-.023	.340(*)	-.178	.294(*)	1	-.059	.389(**)
	Sig. (1-tailed)	.443	.014	.129	.029		.355	.005
	N	42	42	42	42	42	42	42
Job_insecurity6	Pearson Correlation	.482(**)	-.018	.130	.045	-.059	1	.607(**)
	Sig. (1-tailed)	.001	.456	.206	.388	.355		.000
	N	42	42	42	42	42	42	42
Total_job_inse curity	Pearson Correlation	.704(**)	.397(**)	.374(**)	.590(**)	.389(**)	.607(**)	1
	Sig. (1-tailed)	.000	.005	.007	.000	.005	.000	
	N	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*

(1, 3, 4, 5 dan 6)

Correlations

		Job_insecurity1	Job_insecurity3	Job_insecurity4	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	,185	,073	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,120	,323	,402	,001	,000
	N	42	42	42	42	42	42
Job_insecurity3	Pearson Correlation	,185	1	,760(**)	,245	-,012	,683(**)
	Sig. (1-tailed)	,120		,000	,059	,469	,000
	N	42	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	,760(**)	1	,329(*)	,096	,684(**)
	Sig. (1-tailed)	,323	,000		,017	,273	,000
	N	42	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,245	,329(*)	1	,074	,516(**)
	Sig. (1-tailed)	,402	,059	,017		,321	,000
	N	42	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,012	,096	,074	1	,518(**)
	Sig. (1-tailed)	,001	,469	,273	,321		,000
	N	42	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,683(**)	,684(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 2, 4, 5 dan 6)**

Correlations

		Job_insecurity1	Job_insecurity2	Job_insecurity4	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	-,115	,073	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,323	,402	,001	,000
	N	42	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,368(**)	,461(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,008	,001	,283	,000
	N	42	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	,368(**)	1	,329(*)	,096	,684(**)
	Sig. (1-tailed)	,323	,008		,017	,273	,000
	N	42	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,461(**)	,329(*)	1	,074	,516(**)
	Sig. (1-tailed)	,402	,001	,017		,321	,000
	N	42	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	,096	,074	1	,518(**)
	Sig. (1-tailed)	,001	,283	,273	,321		,000
	N	42	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,684(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 2, 4, 5 dan 6)**

Correlations

		Job_insecuri ty1	Job_insecuri ty2	Job_insecuri ty3	Job_insecuri ty4	Job_insecuri ty6	Total_job_ins ecurity
Job_insecurity1	Pearson Correlation	1	-,115	,185	,073	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,120	,323	,001	,000
	N	42	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,393(**)	,368(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,005	,008	,283	,000
	N	42	42	42	42	42	42
Job_insecurity3	Pearson Correlation	,185	,393(**)	1	,760(**)	-,012	,683(**)
	Sig. (1-tailed)	,120	,005		,000	,469	,000
	N	42	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	,368(**)	,760(**)	1	,096	,684(**)
	Sig. (1-tailed)	,323	,008	,000		,273	,000
	N	42	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	-,012	,096	1	,518(**)
	Sig. (1-tailed)	,001	,283	,469	,273		,000
	N	42	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,683(**)	,684(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 2, 3, 5 dan 6)**

Correlations

		Job_insecurity1	Job_insecurity2	Job_insecurity3	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	-,115	,185	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,120	,402	,001	,000
	N	42	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,393(**)	,461(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,005	,001	,283	,000
	N	42	42	42	42	42	42
Job_insecurity3	Pearson Correlation	,185	,393(**)	1	,245	-,012	,683(**)
	Sig. (1-tailed)	,120	,005		,059	,469	,000
	N	42	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,461(**)	,245	1	,074	,516(**)
	Sig. (1-tailed)	,402	,001	,059		,321	,000
	N	42	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	-,012	,074	1	,518(**)
	Sig. (1-tailed)	,001	,283	,469	,321		,000
	N	42	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,683(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	,000	
	N	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY* (1, 4, 5 dan 6)

Correlations

		Job_insecurity1	Job_insecurity4	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	,073	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,323	,402	,001	,000
	N	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	1	,329(*)	,096	,684(**)
	Sig. (1-tailed)	,323		,017	,273	,000
	N	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,329(*)	1	,074	,516(**)
	Sig. (1-tailed)	,402	,017		,321	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	,096	,074	1	,518(**)
	Sig. (1-tailed)	,001	,273	,321		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,684(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY* (1, 3, 4 dan 6)

Correlations

		Job_insecurity1	Job_insecurity3	Job_insecurity4	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	,185	,073	,482(**)	,565(**)
	Sig. (1-tailed)		,120	,323	,001	,000
	N	42	42	42	42	42
Job_insecurity3	Pearson Correlation	,185	1	,760(**)	-,012	,683(**)
	Sig. (1-tailed)	,120		,000	,469	,000
	N	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	,760(**)	1	,096	,684(**)
	Sig. (1-tailed)	,323	,000		,273	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,012	,096	1	,518(**)
	Sig. (1-tailed)	,001	,469	,273		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,683(**)	,684(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY* (1, 2, 4 dan 6)

Correlations

		Job_insecurity1	Job_insecurity2	Job_insecurity4	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	-,115	,073	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,323	,001	,000
	N	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,368(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,008	,283	,000
	N	42	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	,368(**)	1	,096	,684(**)
	Sig. (1-tailed)	,323	,008		,273	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	,096	1	,518(**)
	Sig. (1-tailed)	,001	,283	,273		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,684(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY* (1, 2, 5 dan 6)

Correlations

		Job_insecurity1	Job_insecurity2	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	-,115	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,402	,001	,000
	N	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,461(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,001	,283	,000
	N	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,461(**)	1	,074	,516(**)
	Sig. (1-tailed)	,402	,001		,321	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	,074	1	,518(**)
	Sig. (1-tailed)	,001	,283	,321		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 3, 5 dan 6)**

Correlations

		Job_insecurity1	Job_insecurity3	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	,185	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,120	,402	,001	,000
	N	42	42	42	42	42
Job_insecurity3	Pearson Correlation	,185	1	,245	-,012	,683(**)
	Sig. (1-tailed)	,120		,059	,469	,000
	N	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,245	1	,074	,516(**)
	Sig. (1-tailed)	,402	,059		,321	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,012	,074	1	,518(**)
	Sig. (1-tailed)	,001	,469	,321		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,683(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 2, 5 dan 6)**

Correlations

		Job_insecurity1	Job_insecurity2	Job_insecurity5	Job_insecurity6	Total_job_insecurity
Job_insecurity1	Pearson Correlation	1	-,115	-,040	,482(**)	,565(**)
	Sig. (1-tailed)		,235	,402	,001	,000
	N	42	42	42	42	42
Job_insecurity2	Pearson Correlation	-,115	1	,461(**)	-,091	,518(**)
	Sig. (1-tailed)	,235		,001	,283	,000
	N	42	42	42	42	42
Job_insecurity5	Pearson Correlation	-,040	,461(**)	1	,074	,516(**)
	Sig. (1-tailed)	,402	,001		,321	,000
	N	42	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	-,091	,074	1	,518(**)
	Sig. (1-tailed)	,001	,283	,321		,000
	N	42	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	,516(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	,000	
	N	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1, 4 dan 6)**

Correlations

		Job insecurity1	Job insecurity4	Job insecurity6	Total job insecurity
Job_insecurity1	Pearson Correlation	1	,073	,482(**)	,565(**)
	Sig. (1-tailed)		,323	,001	,000
	N	42	42	42	42
Job_insecurity4	Pearson Correlation	,073	1	,096	,684(**)
	Sig. (1-tailed)	,323		,273	,000
	N	42	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	,096	1	,518(**)
	Sig. (1-tailed)	,001	,273		,000
	N	42	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,684(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	,000	
	N	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

**HASIL OUTPUT UJI VALIDITAS VARIABEL *JOB INSECURITY*
(1 dan 6)**

Correlations

		Job insecurity1	Job insecurity6	Total job insecurity
Job_insecurity1	Pearson Correlation	1	,482(**)	,565(**)
	Sig. (1-tailed)		,001	,000
	N	42	42	42
Job_insecurity6	Pearson Correlation	,482(**)	1	,518(**)
	Sig. (1-tailed)	,001		,000
	N	42	42	42
Total_job_insecurity	Pearson Correlation	,565(**)	,518(**)	1
	Sig. (1-tailed)	,000	,000	
	N	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

HASIL OUTPUT UJI VALIDITAS VARIABEL *TURNOVER INTENTIONS*

Correlations

		TI_1	TI_2	TI_3	TI_4	TI_5	TI_6	TI_7	TI_8	TI_9	Total TI_
Turnover_Intentions1	Pearson Correlation	1	.550(**)	.578(**)	.429(**)	.516(**)	.382(**)	.493(**)	.350(*)	.413(**)	.639(**)
	Sig. (1-tailed)		.000	.000	.002	.000	.006	.000	.012	.003	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions2	Pearson Correlation	.550(**)	1	.668(**)	.602(**)	.646(**)	.712(**)	.658(**)	.649(**)	.581(**)	.826(**)
	Sig. (1-tailed)	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions3	Pearson Correlation	.578(**)	.668(**)	1	.635(**)	.646(**)	.626(**)	.614(**)	.604(**)	.483(**)	.789(**)
	Sig. (1-tailed)	.000	.000		.000	.000	.000	.000	.000	.001	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions4	Pearson Correlation	.429(**)	.602(**)	.635(**)	1	.635(**)	.702(**)	.576(**)	.652(**)	.559(**)	.781(**)
	Sig. (1-tailed)	.002	.000	.000		.000	.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions5	Pearson Correlation	.516(**)	.646(**)	.646(**)	.635(**)	1	.668(**)	.765(**)	.698(**)	.702(**)	.860(**)
	Sig. (1-tailed)	.000	.000	.000	.000		.000	.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions6	Pearson Correlation	.382(**)	.712(**)	.626(**)	.702(**)	.668(**)	1	.753(**)	.823(**)	.675(**)	.863(**)
	Sig. (1-tailed)	.006	.000	.000	.000	.000		.000	.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions7	Pearson Correlation	.493(**)	.658(**)	.614(**)	.576(**)	.765(**)	.753(**)	1	.808(**)	.825(**)	.892(**)
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000		.000	.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions8	Pearson Correlation	.350(*)	.649(**)	.604(**)	.652(**)	.698(**)	.823(**)	.808(**)	1	.734(**)	.863(**)
	Sig. (1-tailed)	.012	.000	.000	.000	.000	.000	.000		.000	.000
	N	42	42	42	42	42	42	42	42	42	42
Turnover_Intentions9	Pearson Correlation	.413(**)	.581(**)	.483(**)	.559(**)	.702(**)	.675(**)	.825(**)	.734(**)	1	.821(**)
	Sig. (1-tailed)	.003	.000	.001	.000	.000	.000	.000	.000		.000
	N	42	42	42	42	42	42	42	42	42	42
Total_Turnover_Intentions	Pearson Correlation	.639(**)	.826(**)	.789(**)	.781(**)	.860(**)	.863(**)	.892(**)	.863(**)	.821(**)	1
	Sig. (1-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	42	42	42	42	42	42	42	42	42	42

** Correlation is significant at the 0.01 level (1-tailed).

* Correlation is significant at the 0.05 level (1-tailed).

HASIL OUTPUT UJI RELIABILITAS VARIABEL KEPUASAN KERJA

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.845	.846	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Kepuasan_kerja1	32.1905	11.719	.686	.620	.817
Kepuasan_kerja2	32.1429	11.979	.558	.540	.829
Kepuasan_kerja3	32.1429	12.174	.557	.558	.829
Kepuasan_kerja4	32.1905	10.695	.742	.647	.807
Kepuasan_kerja5	32.1667	11.898	.605	.684	.825
Kepuasan_kerja6	32.0714	13.044	.313	.449	.852
Kepuasan_kerja7	32.1905	11.670	.548	.492	.830
Kepuasan_kerja8	32.0476	11.607	.535	.523	.832
Kepuasan_kerja9	32.1905	11.621	.522	.363	.834

HASIL OUTPUT UJI RELIABILITAS VARIABEL KOMITMEN ORGANISASIONAL

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.890	.892	11

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Komitmen_Organisasi1	38.0952	21.698	.802	.782	.869
Komitmen_Organisasi2	38.0476	23.510	.596	.622	.882
Komitmen_Organisasi3	38.1905	23.231	.557	.495	.884
Komitmen_Organisasi4	37.9524	23.412	.498	.386	.887
Komitmen_Organisasi5	38.1190	22.254	.561	.532	.885
Komitmen_Organisasi6	37.9286	22.702	.670	.611	.877
Komitmen_Organisasi7	37.9762	21.536	.679	.657	.876
Komitmen_Organisasi8	37.9286	21.775	.665	.627	.877
Komitmen_Organisasi9	37.8571	23.150	.599	.531	.881
Komitmen_Organisasi10	37.8810	22.985	.655	.593	.878
Komitmen_Organisasi11	37.8810	24.156	.487	.386	.887

HASIL OUTPUT UJI RELIABILITAS VARIABEL KONFLIK PERAN

(Disertakan pertanyaan nomor 1 yang tidak valid)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.727	.751	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Konflik_peran1	16.1429	21.199	-.718	.774	.922
Konflik_peran2	16.2619	10.881	.687	.842	.636
Konflik_peran3	16.2857	10.746	.736	.719	.625
Konflik_peran4	16.4762	10.207	.735	.837	.616
Konflik_peran5	16.4762	10.304	.842	.838	.599
Konflik_peran6	16.4762	9.914	.825	.744	.593
Konflik_peran7	16.4524	10.888	.633	.709	.646

HASIL OUTPUT UJI RELIABILITAS VARIABEL KONFLIK PERAN

(Setelah menghilangkan pertanyaan no 1 yang tidak valid)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.922	.923	6

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Konflik_peran2	13.3095	15.048	.786	.754	.906
Konflik_peran3	13.3333	15.252	.773	.719	.908
Konflik_peran4	13.5238	14.646	.765	.812	.909
Konflik_peran5	13.5238	14.890	.847	.835	.898
Konflik_peran6	13.5238	14.695	.784	.670	.906
Konflik_peran7	13.5000	15.183	.708	.651	.917

HASIL OUTPUT UJI RELIABILITAS VARIABEL KINERJA

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.897	.899	8

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Kinerja1	26.0952	12.869	.605	.566	.892
Kinerja2	25.9762	12.707	.712	.675	.882
Kinerja3	26.0476	12.925	.599	.479	.893
Kinerja4	25.9762	12.707	.712	.680	.882
Kinerja5	25.8810	12.351	.740	.745	.879
Kinerja6	25.8810	12.985	.689	.563	.884
Kinerja7	25.8571	12.662	.730	.641	.880
Kinerja8	25.7857	12.904	.669	.580	.886

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 3, 4, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,559	,584	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	10,1190	3,717	,309	,311	,530
Job_insecurity3	10,6429	4,430	,418	,624	,455
Job_insecurity4	10,5952	4,442	,440	,623	,447
Job_insecurity5	10,6667	5,252	,187	,120	,566
Job_insecurity6	9,8810	4,254	,307	,295	,513

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 2, 4, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,458	,495	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	10,2381	3,698	,190	,244	,464
Job_insecurity2	10,6429	4,430	,164	,289	,455
Job_insecurity4	10,7143	4,258	,332	,184	,355
Job_insecurity5	10,7857	4,465	,301	,254	,379
Job_insecurity6	10,0000	3,854	,288	,252	,368

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 2, 3, 4 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,535	,576	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	10,2619	4,149	,258	,321	,524
Job_insecurity2	10,6667	5,252	,145	,199	,566
Job_insecurity3	10,7857	4,465	,496	,640	,379
Job_insecurity4	10,7381	4,588	,477	,612	,394
Job_insecurity6	10,0238	4,756	,234	,289	,521

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 2, 3, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,458	,484	5

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	10,1905	3,573	,237	,298	,420
Job_insecurity2	10,5952	4,442	,176	,322	,447
Job_insecurity3	10,7143	4,258	,328	,225	,355
Job_insecurity5	10,7381	4,588	,273	,235	,394
Job_insecurity6	9,9524	4,046	,244	,260	,402

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 4, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,455	,448	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	7,7857	2,221	,310	,240	,339
Job_insecurity4	8,2619	3,418	,205	,117	,432
Job_insecurity5	8,3333	3,691	,132	,119	,482
Job_insecurity6	7,5476	2,449	,410	,241	,215

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 3, 4 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,566	,589	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	7,8095	2,695	,378	,303	,484
Job_insecurity3	8,3333	3,691	,375	,623	,482
Job_insecurity4	8,2857	3,770	,368	,608	,490
Job_insecurity6	7,5714	3,373	,318	,289	,520

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 2, 4 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,379	,385	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	7,9286	2,409	,252	,240	,256
Job_insecurity2	8,3333	3,691	,025	,160	,482
Job_insecurity4	8,4048	3,320	,260	,156	,275
Job_insecurity6	7,6905	2,707	,315	,240	,183

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 2, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,355	,371	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	7,8571	2,369	,205	,239	,280
Job_insecurity2	8,2619	3,418	,048	,230	,432
Job_insecurity5	8,4048	3,320	,223	,228	,275
Job_insecurity6	7,6190	2,534	,313	,248	,135

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 3, 5 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,447	,424	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	7,7381	2,052	,380	,284	,217
Job_insecurity3	8,2619	3,418	,189	,119	,432
Job_insecurity5	8,2857	3,770	,103	,086	,490
Job_insecurity6	7,5000	2,598	,351	,258	,268

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1, 4 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100,0
	Excluded(a)	0	,0
	Total	42	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
,482	,454	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	5,4762	1,426	,408	,233	,169
Job_insecurity4	5,9524	2,973	,097	,010	,642
Job_insecurity6	5,2381	1,796	,443	,236	,124

HASIL OUTPUT UJI RELIABILITAS VARIABEL *JOB INSECURITY*

(1 dan 6)

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.642	.650	2

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Job_insecurity1	3.0952	.820	.482	.232	.(a)
Job_insecurity6	2.8571	1.199	.482	.232	.(a)

a The value is negative due to a negative average covariance among items. This violates reliability model assumptions. You may want to check item codings.

HASIL OUTPUT UJI RELIABILITAS VARIABEL *TURNOVER INTENTIONS*

Case Processing Summary

		N	%
Cases	Valid	42	100.0
	Excluded(a)	0	.0
	Total	42	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
.937	.937	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
Turnover_intentions1	20.7143	44.648	.549	.452	.941
Turnover_intentions2	20.6667	41.593	.773	.634	.929
Turnover_intentions3	20.8571	43.540	.737	.619	.931
Turnover_intentions4	20.8333	43.362	.726	.594	.932
Turnover_intentions5	20.7143	40.307	.813	.678	.926
Turnover_intentions6	20.6905	41.536	.823	.766	.926
Turnover_intentions7	20.5714	39.568	.853	.816	.924
Turnover_intentions8	20.7381	41.222	.821	.779	.926
Turnover_intentions9	20.6905	41.634	.767	.716	.929

HASIL OUTPUT UJI ASUMSI KLASIK

HASIL OUTPUT UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		42
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	5.23343324
Most Extreme Differences	Absolute	.092
	Positive	.081
	Negative	-.092
Kolmogorov-Smirnov Z		.598
Asymp. Sig. (2-tailed)		.867

a Test distribution is Normal.

b Calculated from data.

HASIL OUTPUT UJI MULTIKOLINIERITAS

Coefficients(a)

Model		Collinearity Statistics	
		Tolerance	VIF
1	Kepuasan_kerja	.466	2.145
	Komitmen_organisasional	.476	2.099
	Konflik_peran	.652	1.534
	Kinerja	.601	1.663
	Job_insecurity	.632	1.583

a Dependent Variable: Turnover_intentions

HASIL OUTPUT UJI HETEROSKEDASTISITAS

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	7.480	8.939		.837	.408
	Kepuasan_kerja	-.170	.202	-.199	-.843	.405
	Komitmen_organisasional	-.031	.147	-.050	-.213	.832
	Konflik_peran	-.044	.165	-.053	-.266	.792
	Kinerja	.079	.168	.097	.469	.642
	Job_insecurity	.163	.236	.141	.693	.493

a Dependent Variable: ABS_RES

HASIL UJI FIT MODEL

ANOVA(b)

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	1036.034	5	207.207	6.643	.000(a)
	Residual	1122.942	36	31.193		
	Total	2158.976	41			

a Predictors: (Constant), *Job_insecurity*, *Kepuasan_kerja*, *Konflik_peran*, *Kinerja*, *Komitmen_organisasional*

b Dependent Variable: *Turnover_intentions*

HASIL UJI KOEFISIEN DETERMINASI (R²)

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.693(a)	.480	.408	5.58505

a Predictors: (Constant), *Job_insecurity*, *Kepuasan_kerja*, *Konflik_peran*, *Kinerja*, *Komitmen_organisasional*

b Dependent Variable: *Turnover_intentions*

HASIL UJI REGRESI LINIER BERGANDA DAN UJI – T

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Sig./2	Hasil
		B	Std. Error	Beta				
1	(Constant)	70.020	14.759		4.744	.000	.000	
	Kepuasan_Kerja	-.778	.333	-.411	-2.333	.025	0.0125	Diterima
	Komitmen_Organisasi	.099	.242	.071	.408	.685	0.3425	Ditolak
	Konflik_Peran	.499	.273	.272	1.826	.076	0.038	Diterima
	Kinerja	-.738	.277	-.412	-2.658	.012	0,006	Diterima
	Job_Insecurity	-.672	.389	-.261	-1.728	.093	0.0465	Ditolak

a. Dependent Variable: *Turnover Intentions*

