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LAMPIRAN

LAMPIRAN 1

KUESIONER

PROFIL RESPONDEN

1. Nama :
2. Bekerja di KAP : _____
3. Jenis kelamin Anda:
 - Pria
 - Wanita
4. Usia Anda :
5. Pendidikan terakhir :
6. Lama Bekerja :
7. Pernah Bepindah Kerja Sebelumnya YA TIDAK
8. Posisi Anda Saat ini :
 - Junior Auditor Patner
 - Senior Auditor Manager

PETUNJUK PENGISIAN KUESIONER

Kuesioner di bawah ini memuat sejumlah pernyataan. Silahkan Anda memberikan tanda checklist (√) pada kotak jawaban yang Anda pilih yang menunjukkan seberapa besar singkat tingkat persetujuan atau ketidaksetujuan Anda terhadap tersebut.

Keterangan

- SS = Sangat Setuju
- S = Setuju
- KS = Kurang Setuju
- TS = Tidak Setuju
- STS = Sangat Tidak Setuju

KUESIONER PERKEMBANGAN KARIER

No	PERNYATAAN	STS	TS	KS / S	S	SS
1.	Proses rekrutmen calon pelamar dilakukan secara terbuka dan tanpa diskriminasi					
2.	Proses seleksi dan penempatan posisi auditor baru dilakukan secara terbuka dan tepat sesuai dengan kebutuhan perusahaan					
3.	Promosi jabatan dilakukan berdasarkan penilaian kinerja auditor					
4.	KAP memberikan pelatihan yang dapat menunjang pengembangan karier auditor					
5.	KAP memiliki prosedur yang jelas mengenai masalah pemberhentian / pensiunan auditor					
6.	KAP melakukan kajian secara individu terhadap karier auditor					
7.	KAP menyediakan informasi yang lengkap mengenai persyaratan posisi kepada setiap auditor					
8.	KAP memberikan umpan balik terhadap kemajuan karier auditor					
9.	KAP menyediakan informasi dan data yang lengkap mengenai syarat untuk menempati suatu jabatan tertentu kepada setiap auditor					
10.	KAP memberikan pola karier yang jelas bagi karyawan					
11.	KAP mengkomunikasikan kesempatan berkarier kepada auditor dengan jelas					
12.	KAP menyediakan rencana karier perorangan bagi auditor					

KUESIONER STRESS KERJA

No	PERNYATAAN	STS	TS	KS / S	S	SS
1.	Pekerjaan dan tugas saya terasa membosankan					
2.	Waktu akhir (<i>deadline</i>) dalam menyelesaikan pekerjaan membuat saya terdesak dan menimbulkan banyak kesalahan					
3.	Saya diberi banyak tugas pada saat bersamaan sehingga susah mengaturnya					
4.	Saya tidak diberikan kesempatan untuk menggunakan ketrampilan yang saya miliki					
5.	Dalam bekerja saya selalu dikejar oleh waktu untuk menyelesaikan tugas dengan baik.					

No	PERNYATAAN	STS	TS	KS / S	S	SS
6.	Tanggung jawab yang diberikan perusahaan kepada saya sangat memberatkan sehingga membuat saya tertekan					
7.	Saya merasa tidak memiliki waktu untuk mengambil cuti istirahat					
8.	Saya merasa putus asa, karena saya tidak mengalami peningkatan posisi melalui promosi, padahal saya sudah lama bekerja di perusahaan ini					
9.	Saya merasa tugas yang diberikan kepada saya tidak jelas					
10.	Bila teringat dengan gaji yang tidak dapat mencukupi kebutuhan saya, saya menjadi malas bekerja					
11.	Saya merasa kerja keras saya tidak sesuai dengan hasil atau keuntungan yang saya dapatkan					
12.	Pengurangan fasilitas dan pengurangan beberapa tunjangan kesejahteraan karyawan mengganggu kinerja saya di perusahaan.					

KUESIONER *TURNOVER INTENTION*

No	PERNYATAAN	STS	TS	KS / S	S	SS
1.	Saya sering berfikir keluar dari pekerjaan saya					
2.	Saya mungkin meninggalkan perusahaan dan pekerjaan yang lain tahun depan					
3.	Saya berencana beralih ke perusahaan lain dan mengembangkan karir saya					
4.	Saya mungkin tidak mempunyai masa depan yang baik jika saya tetap tinggal dalam perusahaan ini					

KUESIONER KEPUASAN KERJA

Motivasional (Intrinsik)

No	PERNYATAAN	STS	TS	KS / S	S	SS
1	Saya bertanggung jawab atas tugas – tugas sendiri.					
2	Pekerjaan saya sekarang menarik					
3	Saya merasa puas karena dapat berprestasi dalam perusahaan					
4	Saya memperoleh penghargaan dan pengakuan atas hasil kerja saya					
5	Di lingkungan kerja saya banyak kesempatan untuk mengembangkan diri.					

Hygiene (Ekstrinsik)

No	PERNYATAAN	STS	TS	KS / S	S	SS
1	Saya merasa termotivasi dengan gaji yang saya terima					
2	Kebijakan instansi selalu disampaikan dengan baik dan jelas					
3	Saya merasa nyaman dengan rekan-rekan sekerja saya					
4	Kondisi tempat saya bekerja sudah cukup memuaskan					
5	Perusahaan mengakui status saya sebagai pekerja di dalam organisasi					

LAMPIRAN 2
TABULASI DATA

2.1. TABULASI DATA STRESS KERJA

SK 1	SK 2	S K 3	S K 4	S K 5	S K 6	S K 7	S K 8	S K 9	SK 10	SK1 1	SK1 2	TOT AL	AV G SK
3	2	3	2	4	4	3	2	2	2	2	2	31	2.58
4	3	3	2	3	3	3	3	3	3	3	3	36	3.00
2	2	2	2	3	2	2	2	2	2	2	3	26	2.17
2	2	2	2	4	2	2	2	2	2	2	3	27	2.25
3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
2	3	2	2	3	2	2	2	2	2	2	2	26	2.17
2	2	2	2	4	2	3	2	2	2	2	3	28	2.33
2	2	2	2	4	2	4	3	2	2	4	3	32	2.67
2	2	3	2	2	2	2	2	2	2	2	2	25	2.08
4	3	2	2	2	2	2	2	2	2	2	2	27	2.25
2	2	2	2	2	2	2	2	2	2	2	2	24	2.00
2	3	2	3	3	3	2	3	2	3	3	2	31	2.58
2	2	2	2	2	2	2	2	2	2	2	2	24	2.00
2	2	2	3	2	3	2	2	3	2	3	3	29	2.42
2	2	2	2	2	2	2	2	3	3	3	3	28	2.33
2	2	3	2	3	3	3	3	3	2	3	3	32	2.67
3	3	3	2	3	2	3	2	2	3	3	3	32	2.67
3	3	2	2	4	3	4	3	3	2	3	3	35	2.92
3	3	2	3	4	3	4	3	3	2	2	3	35	2.92
4	3	3	2	4	3	4	4	3	2	3	3	38	3.17
3	4	4	3	2	2	2	3	2	3	4	2	34	2.83
4	3	3	4	3	4	4	3	4	4	3	3	42	3.50
4	4	3	3	4	5	4	4	4	4	3	4	46	3.83
4	4	4	3	4	4	3	3	2	3	4	3	41	3.42
5	4	4	5	5	4	2	5	3	5	5	5	52	4.33
2	2	2	2	2	2	2	2	2	4	4	2	28	2.33
3	3	3	3	3	3	3	3	4	4	4	5	41	3.42
3	3	3	1	3	2	3	1	2	5	4	4	34	2.83
3	3	3	2	2	2	2	2	2	4	4	4	33	2.75
4	4	4	3	4	3	3	3	3	4	3	5	43	3.58
4	4	4	4	4	3	4	3	4	4	3	4	45	3.75
3	3	3	2	3	3	3	3	3	4	4	3	37	3.08

4	4	4	3	3	3	4	3	4	4	4	5	45	3.75
2	3	3	2	3	3	3	2	2	2	3	2	30	2.50
4	3	4	3	4	3	3	3	3	3	4	3	40	3.33
4	3	4	3	4	3	3	3	3	3	3	3	39	3.25
4	3	4	3	4	3	4	4	3	4	4	3	43	3.58
4	3	3	2	4	3	4	4	4	5	4	4	44	3.67
3	4	4	4	3	3	2	3	4	3	4	3	40	3.33
4	3	4	3	2	3	3	3	3	4	4	2	38	3.17
4	3	4	3	3	4	4	4	4	3	3	3	42	3.50
3	3	5	5	4	5	4	3	5	4	4	4	49	4.08
3	3	3	3	3	4	4	3	3	3	4	4	40	3.33
3	2	4	2	2	2	2	2	4	3	2	2	30	2.50
2	2	2	2	3	3	3	2	2	4	4	4	33	2.75
2	2	2	2	2	2	2	2	2	2	2	2	24	2.00
2	2	2	2	2	2	2	2	2	2	4	3	27	2.25
2	2	4	2	2	2	2	2	2	2	2	2	26	2.17
1	1	1	1	1	1	1	1	1	1	1	1	12	1.00
3	3	2	2	2	3	2	2	2	2	2	2	27	2.25
3	3	3	2	2	2	2	2	2	2	3	3	29	2.42
2	3	2	2	2	3	2	3	4	4	3	3	33	2.75
4	3	4	4	3	2	2	2	3	3	2	2	34	2.83
3	2	3	2	3	2	3	3	2	3	2	2	30	2.50
3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
3	3	4	3	3	3	3	4	3	4	3	4	40	3.33
2	3	4	2	3	3	3	3	2	3	3	3	34	2.83
2	2	2	3	1	2	2	2	2	2	2	2	24	2.00
1	1	1	1	1	1	1	1	1	1	3	3	16	1.33
2	1	2	1	1	1	1	1	1	2	3	3	19	1.58
2	3	2	2	2	3	2	2	2	2	2	2	26	2.17
2	3	2	2	2	3	2	2	2	2	2	2	26	2.17
2	2	2	3	2	3	3	2	3	3	2	3	30	2.50
4	4	5	4	5	4	4	3	4	3	3	3	46	3.83
2.8	2.7	2.9	2.5	2.9	2.7	2.7	2.6	2.7	2.9	2.97	2.92		

3	3	3	3	4	4	4	4	3	5	4	4	44	3.67
5	5	5	5	5	5	5	5	5	5	5	5	60	5.00
3	3	3	3	4	4	4	4	4	4	4	4	44	3.67
2	2	2	2	2	2	2	2	2	2	2	2	24	2.00
3	2	4	5	4	5	4	4	5	3	5	4	48	4.00
5	5	5	5	5	4	5	5	5	5	5	5	59	4.92
5	5	5	5	4	4	5	5	5	5	5	5	58	4.83
5	5	5	5	5	5	5	4	5	5	5	5	59	4.92
5	5	5	5	4	5	4	5	5	5	5	5	58	4.83
5	5	5	5	4	4	4	4	4	4	5	5	54	4.50
4	4	4	4	4	5	5	5	5	5	4	4	53	4.42
5	5	5	5	5	5	3	5	5	5	5	5	58	4.83
5	5	5	5	5	5	5	5	5	5	5	5	60	5.00
5	5	5	5	5	5	3	5	4	5	5	5	57	4.75
5	5	5	5	5	5	5	3	4	4	5	5	56	4.67
5	5	5	5	5	5	5	5	4	4	5	5	58	4.83
5	5	5	5	5	5	5	5	5	4	5	5	59	4.92
5	3	4	3	2	3	3	3	4	5	5	4	44	3.67
4	4	4	4	4	5	5	5	3	3	3	4	48	4.00
3	3	3	3	3	3	3	3	3	4	4	4	39	3.25
4	4	5	4	3	3	3	3	4	5	5	5	48	4.00
5	5	5	5	5	5	5	5	5	5	5	5	60	5.00
5	5	5	5	5	5	5	4	5	5	5	5	59	4.92
5	5	5	5	5	4	4	5	5	5	5	5	58	4.83
5	5	5	5	5	5	4	5	5	5	5	5	59	4.92
3	3	3	3	3	3	3	3	3	3	3	3	36	3.00
3	3	5	3	3	3	3	3	3	3	5	3	40	3.33
1	1	1	1	1	1	1	1	1	1	1	1	12	1.00
4.03	3.97	3.98	3.89	3.72	3.95	3.84	3.81	3.78	3.80	3.98	3.78		

2.3. TABULASI DATA KEPUASAN KERJA

2.3.1. KEPUASAN KERJA INTRINSIK

KKI 1	KKI 2	KKI 3	KKI 4	KKI 5	KKI AVG
4	4	3	3	3	3.4
4	3	3	3	3	3.2
4	4	4	3	4	3.8
4	4	4	4	4	4
4	4	3	3	3	3.4
4	4	4	4	4	4
5	5	4	3	5	4.4
4	4	4	3	3	3.6
4	4	4	4	4	4
4	4	4	4	4	4
4	4	4	4	4	4
4	4	4	4	4	4
4	4	3	4	4	3.8
4	4	4	4	4	4
4	4	2	2	2	2.8
4	3	4	3	3	3.4
4	4	4	4	4	4
4	4	4	3	4	3.8
4	4	4	3	4	3.8
4	4	4	3	4	3.8
4	4	4	3	3	3.6
3	3	2	4	3	3
4	4	3	4	3	3.6
3	4	4	3	4	3.6
4	3	4	3	5	3.8
3	3	3	2	1	2.4
4	4	2	2	4	3.2
5	3	4	3	3	3.6
4	4	3	3	3	3.4
3	4	4	3	2	3.2
4	3	3	3	3	3.2
4	4	4	4	4	4
4	3	3	3	3	3.2
3	3	4	3	4	3.4
4	4	3	4	4	3.8
3	3	3	3	3	3

3	3	3	3	3	3
4	3	4	4	4	3.8
3	4	2	2	2	2.6
3	4	3	3	2	3
4	3	4	4	4	3.8
4	3	4	4	3	3.6
5	5	5	4	4	4.6
4	4	4	4	4	4
4	4	4	4	4	4
4	4	4	4	5	4.2
4	4	5	5	5	4.6
4	4	4	4	4	4
4	4	4	4	4	4
4	4	4	4	4	4
4	3	3	4	4	3.6
5	5	5	4	3	4.4
3	3	4	4	4	3.6
4	4	4	4	3	3.8
3	4	4	3	3	3.4
4	4	4	4	4	4
4	4	4	4	4	4
4	3	3	3	4	3.4
4	4	4	4	4	4
4	4	2	4	4	3.6
5	4	2	4	5	4
3	2	2	2	4	2.6
3	3	3	4	4	3.4
4	4	4	4	4	4
3	3	3	4	3	3.2
3.86	3.72	3.56	3.48	3.61	

2.3.2. KEPUASAN KERJA EKSTRINSIK

KKE 1	KKE 2	KKE 3	KKE 4	KKE 5	KKE AVG
4	4	4	3	4	3.8
3	3	3	3	3	3
4	4	4	4	4	4
3	3	3	3	3	3
3	3	3	3	3	3
4	4	4	4	4	4
4	4	5	4	5	4.4
4	4	4	4	4	4
3	4	4	4	4	3.8
4	4	4	4	4	4
4	4	4	4	4	4
4	3	4	4	3	3.6
2	3	2	2	3	2.4
2	2	2	2	2	2
2	4	4	4	4	3.6
4	4	4	4	4	4
4	3	4	4	3	3.6
3	3	4	4	4	3.6
4	3	4	4	4	3.8
4	3	4	4	4	3.8
4	3	3	4	4	3.6
3	3	3	3	4	3.2
4	4	3	4	4	3.8
2	3	5	4	4	3.6
2	2	3	1	1	1.8
2	4	4	4	4	3.6
2	3	4	3	3	3
4	3	5	4	5	4.2
3	3	3	3	3	3
2	2	4	3	3	2.8
4	4	5	4	4	4.2
3	4	4	2	4	3.4
3	3	4	3	4	3.4
3	4	4	4	4	3.8
3	4	4	4	4	3.8
4	4	4	3	4	3.8
3	3	4	4	3	3.4

2	2	2	2	2	2
3	4	3	3	4	3.4
4	3	2	3	3	3
4	3	4	3	4	3.6
4	4	4	5	5	4.4
4	4	4	4	4	4
4	4	4	3	5	4
4	3	4	5	5	4.2
4	4	4	5	5	4.4
4	2	4	5	5	4
4	4	4	5	5	4.4
5	5	5	5	5	5
4	5	5	4	4	4.4
4	5	5	4	5	4.6
3	3	3	4	3	3.2
3	2	3	5	5	3.6
4	4	3	4	4	3.8
3	3	3	5	5	3.8
4	4	4	4	4	4
4	4	4	5	5	4.4
4	4	4	4	4	4
4	5	5	4	4	4.4
5	5	5	5	5	5
3	2	2	4	4	3
3	2	2	4	4	3
4	3	3	5	5	4
3	3	3	2	2	2.6
3.45	3.45	3.72	3.75	3.91	

2.4. TABULASI DATA *TURNOVER INTENTION*

TI1	TI2	TI3	TI4	TOTAL	AVG TI
3	3	3	3	12	3.00
3	3	3	3	12	3.00
3	3	3	3	12	3.00
3	3	3	3	12	3.00
3	3	3	3	12	3.00
3	4	4	3	14	3.50
3	3	4	2	12	3.00
4	3	4	3	14	3.50
2	2	2	2	8	4.00
2	2	2	2	8	2.00
2	2	2	2	8	2.00
3	4	3	2	12	3.00
3	3	3	3	12	3.00
4	4	4	4	16	4.00
3	2	4	4	13	3.25
2	3	2	3	10	2.50
2	2	2	2	8	2.00
3	2	2	2	9	2.25
3	2	3	3	11	2.75
4	3	3	3	13	3.25
3	2	2	2	9	2.25
3	3	4	3	13	3.25
4	4	3	4	15	3.75
4	4	4	4	16	4.00
5	5	5	4	19	4.75
2	4	4	2	12	3.00
4	4	5	4	17	4.25
3	5	4	4	16	4.00
3	5	5	4	17	4.25
4	4	4	3	15	3.75
4	3	4	3	14	3.50
4	4	5	3	16	4.00
3	4	4	5	16	4.00
3	4	4	2	13	3.25
4	4	4	3	15	3.75
4	4	3	4	15	3.75
4	1	4	4	13	3.25

4	2	3	3	12	3.00
4	2	3	3	12	3.00
3	3	3	5	14	3.50
4	4	3	3	14	3.50
3	2	2	3	10	2.50
3	2	2	3	10	2.50
3	3	3	3	12	3.00
3	3	3	3	12	3.00
3	4	3	4	14	3.50
3	2	2	4	11	2.75
4	4	4	3	15	3.75
3	1	1	3	8	2.00
3	1	1	3	8	2.00
2	2	2	4	10	2.50
2	2	2	4	10	2.50
2	1	1	4	8	2.00
5	2	2	4	13	3.25
3	3	3	4	13	3.25
3	3	3	4	13	3.25
3	3	3	3	12	3.00
4	2	2	4	12	3.00
3	3	3	3	12	3.00
3	3	3	3	12	3.00
4	4	5	4	17	4.25
4	4	5	4	17	4.25
3	1	1	5	10	2.50
4	2	2	2	10	2.50
3.23	2.94	3.08	3.25		

2.5. TABULASI DATA RESPONDEN

Jenis Kelamin	Usia	Pendidikan	Lama Kerja	Pernah Berpindah
Wanita	25	S1	2	0
Pria	27	S1	2	0
Pria	24	S1	2	0
Wanita	25	S1	2	0
Pria	23	S1	1	1
Wanita	24	S1	2	0
Wanita	24	S1	2	0
Pria	24	S1	3	0
Pria	20	D3	2	0
Pria	23	D3	2	0
Pria	29	S1	2	0
Pria	27	S1	1	1
Pria	38	S1	1	1
Wanita	22	D3	1	0
Pria	25	S1	2	1
Pria	25	S1	2	0
Wanita	26	S1	1	0
Wanita	26	S1	2	1
Wanita	23	S1	1	0
Wanita	24	S1	1	0
Pria	23	S1	1.5	1
Pria	23	S1	2	1
Wanita	27	S1	2	1
Wanita	21	D3	1	0
Pria	24	D3	2	0
Pria	23	S1	1	0
Pria	21	D3	1	0
Wanita	22	D3	1	1
Pria	22	D3	11 bulan	1
Pria	22	S1	1	0
Wanita	22	S1	1 bulan	0
Wanita	26	S1	1	1
Wanita	22	S1	1	0
Wanita	23	S1	1	1
Wanita	23	D3	1	0
Wanita	24	S1	1	0
Pria	22	S1	1	0
Pria	29	S1	2	1

Pria	21	D3	1	0
Wanita	25	D3	2	1
Pria	23	S1	1	0
Pria	24	S1	2	0
Wanita	26	S1	1	1
Pria	20	D3	1	0
Wanita	28	S1	2	1
Wanita	24	S1	2	1
Wanita	22	D3	1	1
Wanita	27	S1	2	1
Pria	23	S1	1	0
Pria	24	S1	2	0
Wanita	28	S1	2	1
Pria	24	S1	2	0
Pria	21	D3	1	1
Pria	23	S1	1	0
Pria	24	S1	2	0
Pria	23	D3	1.5	0
Pria	26	S1	3	0
Pria	29	S1	2	1
Wanita	26	S1	2	0
Wanita	21	D3	1	0
Pria	26	S1	2	0
Pria	24	S1	2	1
Wanita	24	D3	2	1
Pria	28	S1	2	1

LAMPIRAN 3
PENGUJIAN DATA

3.1. UJI VALIDITAS DAN RELIABILITAS STRESS KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.933	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
SK1	30.4375	53.012	.778	.924
SK2	30.5469	55.045	.757	.926
SK3	30.3906	53.512	.707	.927
SK4	30.7812	54.618	.699	.927
SK5	30.4062	53.420	.694	.928
SK6	30.5625	54.187	.746	.926
SK7	30.5625	54.536	.698	.928
SK8	30.7031	54.053	.792	.924
SK9	30.6250	53.794	.747	.926
SK10	30.4062	53.388	.696	.928
SK11	30.3125	56.155	.570	.932
SK12	30.3594	55.313	.619	.930

3.2. UJI VALIDITAS DAN RELIABILITAS PERKEMBANGAN KARIR

Reliability Statistics

Cronbach's Alpha	N of Items
.976	12

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
PK1	42.5156	106.825	.866	.974
PK2	42.5781	106.216	.882	.974
PK3	42.5625	106.567	.857	.974
PK4	42.6562	103.721	.921	.973
PK5	42.8281	105.541	.895	.973
PK6	42.5938	107.388	.845	.975
PK7	42.7031	108.625	.813	.975
PK8	42.7344	106.801	.854	.974
PK9	42.7656	105.008	.908	.973
PK10	42.7500	105.937	.814	.975
PK11	42.5625	105.456	.885	.974
PK12	42.7656	103.865	.885	.974

3.3. UJI VALIDITAS DAN RELIABILITAS KEPUASAN KERJA

Reliability Statistics

Cronbach's Alpha	N of Items
.869	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
KKI1	32.6562	23.340	.526	.862
KKI2	32.7969	23.466	.451	.866
KKI3	32.9531	22.649	.433	.868
KKI4	33.0312	22.380	.554	.859
KKI5	32.9062	21.166	.624	.853
KKE1	33.0625	21.044	.657	.850
KKE2	33.0625	21.361	.570	.858
KKE3	32.7969	21.117	.596	.855
KKE4	32.7656	19.928	.703	.846
KKE5	32.6094	19.829	.742	.842

3.4. UJI VALIDITAS DAN RELIABILITAS *TURNOVER INTENTION*

Reliability Statistics

Cronbach's Alpha	N of Items
.723	4

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TI1	9.1447	4.712	.522	.665
TI2	9.3816	3.599	.613	.595
TI3	9.2500	3.257	.707	.524
TI4	9.1711	5.290	.256	.789

LAMPIRAN 4
STATISTIK DESKRIPTIF

4.1. DESKRIPSI RESPONDEN

jeniskelamin

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	perempuan	28	43.8	43.8	43.8
	laki-laki	36	56.2	56.2	100.0
	Total	64	100.0	100.0	

Usia

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	20	1	1.6	1.6	1.6
	21	4	6.2	6.2	7.8
	22	9	14.1	14.1	21.9
	23	13	20.3	20.3	42.2
	24	15	23.4	23.4	65.6
	25	5	7.8	7.8	73.4
	26	6	9.4	9.4	82.8
	27	4	6.2	6.2	89.1
	28	3	4.7	4.7	93.8
	29	3	4.7	4.7	98.4
	38	1	1.6	1.6	100.0
	Total	64	100.0	100.0	

Pendidikan

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	15	23.4	23.4	23.4
	S1	49	76.6	76.6	100.0
	Total	64	100.0	100.0	

Lamakerja

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	0.083333333	1	1.6	1.6	1.6
	0.916666667	1	1.6	1.6	3.1
	1	27	42.2	42.2	45.3
	1.5	2	3.1	3.1	48.4
	2	31	48.4	48.4	96.9
	3	2	3.1	3.1	100.0
	Total	64	100.0	100.0	

Pernahberpindah

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	tidak pernah berpindah	39	60.9	60.9	60.9
	pernah berpindah	25	39.1	39.1	100.0
	Total	64	100.0	100.0	

4.2. DESKRIPSI VARIABEL

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
PKTOT	64	12.00	60.00	46.5469	11.21921
SKTOT	64	12.00	52.00	33.2812	8.01084
TITOT	64	8.00	19.00	12.5000	2.67261
KKTOT	64	21.00	45.00	36.5156	5.13003
Valid N (listwise)	64				

4.3. PERSEPSI RESPONDEN

4.3.1. PERSEPSI RESPONDEN BERDASARKAN JENIS KELAMIN

Group Statistics

	jeniskelamin	N	Mean	Std. Deviation	Std. Error Mean
SK	pria	36	2.8003	.70195	.11699
	wanita	28	2.7382	.63056	.11916
Ti	pria	36	3.0903	.71752	.11959
	wanita	28	3.2411	.58326	.11023
KK	pria	36	3.5278	.53056	.08843
	wanita	28	3.8107	.44997	.08504
PK	pria	36	3.8917	.93742	.15624
	wanita	28	3.8636	.94862	.17927

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SK Equal variances assumed	.216	.644	.367	62	.715	.06206	.16928	-.27632	.40044
Equal variances not assumed			.372	60.659	.711	.06206	.16699	-.27190	.39603
Ti Equal variances assumed	.189	.666	-.903	62	.370	-.15079	.16691	-.48444	.18286
Equal variances not assumed			-.927	61.857	.357	-.15079	.16264	-.47591	.17433
KK Equal variances assumed	1.268	.265	- 2.259	62	.027	-.28294	.12525	-.53331	-.03256
Equal variances not assumed			- 2.306	61.494	.024	-.28294	.12268	-.52821	-.03766
PK Equal variances assumed	.325	.570	.118	62	.906	.02810	.23744	-.44654	.50273

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SK Equal variances assumed	.216	.644	.367	62	.715	.06206	.16928	-.27632	.40044
Equal variances not assumed			.372	60.659	.711	.06206	.16699	-.27190	.39603
Ti Equal variances assumed	.189	.666	-.903	62	.370	-.15079	.16691	-.48444	.18286
Equal variances not assumed			-.927	61.857	.357	-.15079	.16264	-.47591	.17433
KK Equal variances assumed	1.268	.265	2.259	62	.027	-.28294	.12525	-.53331	-.03256
Equal variances not assumed			2.306	61.494	.024	-.28294	.12268	-.52821	-.03766
PK Equal variances assumed	.325	.570	.118	62	.906	.02810	.23744	-.44654	.50273
Equal variances not assumed			.118	57.847	.906	.02810	.23780	-.44794	.50413

4.3.2. PERSEPSI RESPONDEN BERDASARKAN USIA

Group Statistics

usia	N	Mean	Std. Deviation	Std. Error Mean
SK >= 25	23	2.6774	.63102	.13158
< 25	41	2.8268	.68834	.10750
Ti >= 25	23	2.9891	.58620	.12223
< 25	41	3.2500	.68920	.10764
KK >= 25	23	3.6174	.51492	.10737
< 25	41	3.6707	.51732	.08079
PK >= 25	23	4.0617	1.01562	.21177
< 25	41	3.7771	.88288	.13788

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SK Equal variances assumed	.395	.532	-.858	62	.394	-.14944	.17417	-.49760	.19873
Equal variances not assumed			-.880	49.133	.383	-.14944	.16991	-.49086	.19198
Ti Equal variances assumed	1.413	.239	1.530	62	.131	-.26087	.17051	-.60171	.07998
Equal variances not assumed			1.602	52.113	.115	-.26087	.16287	-.58767	.06593
KK Equal variances assumed	.002	.963	-.396	62	.693	-.05334	.13455	-.32230	.21562
Equal variances not assumed			-.397	45.878	.693	-.05334	.13437	-.32383	.21715
PK Equal variances assumed	.563	.456	1.172	62	.246	.28467	.24284	-.20076	.77009

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SK Equal variances assumed	.395	.532	-.858	62	.394	-.14944	.17417	-.49760	.19873
Equal variances not assumed			-.880	49.133	.383	-.14944	.16991	-.49086	.19198
Ti Equal variances assumed	1.413	.239	1.530	62	.131	-.26087	.17051	-.60171	.07998
Equal variances not assumed			1.602	52.113	.115	-.26087	.16287	-.58767	.06593
KK Equal variances assumed	.002	.963	-.396	62	.693	-.05334	.13455	-.32230	.21562
Equal variances not assumed			-.397	45.878	.693	-.05334	.13437	-.32383	.21715
PK Equal variances assumed	.563	.456	1.172	62	.246	.28467	.24284	-.20076	.77009
Equal variances not assumed			1.126	40.594	.267	.28467	.25270	-.22583	.79517

4.3.3. PERSEPSI RESPONDEN BERDASARKAN PENDIDIKAN

Group Statistics

pendidikan		N	Mean	Std. Deviation	Std. Error Mean
SK	D3	17	2.8424	.66141	.16041
	S1	47	2.7481	.67456	.09839
Ti	D3	17	3.4118	.80981	.19641
	S1	47	3.0638	.58157	.08483
Kk	D3	17	3.5588	.61243	.14854
	S1	47	3.6851	.47502	.06929
PK	D3	17	3.4712	1.20270	.29170
	S1	47	4.0270	.78109	.11393

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means							
	F	Sig.	T	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference		
								Lower	Upper	
SK	.028	.868	.496	62	.621	.09427	.18996	-.28546	.47399	
Equal variances not assumed			.501	28.882	.620	.09427	.18819	-.29069	.47922	
Ti	4.889	.031	1.897	62	.063	.34793	.18346	-.01879	.71466	

	Equal variances not assumed			1.626	22.257	.118	.34793	.21394	-.09546	.79133
KK	Equal variances assumed	1.313	.256	-.868	62	.389	-.12628	.14547	-.41708	.16452
	Equal variances not assumed			-.770	23.336	.449	-.12628	.16390	-.46507	.21251
PK	Equal variances assumed	3.218	.078	-2.161	62	.035	-.55584	.25721	-1.07000	-.04169
	Equal variances not assumed			-1.775	21.084	.090	-.55584	.31316	-1.20694	.09525

4.3.4. PERSEPSI RESPONDEN BERDASARKAN LAMA KERJA

Group Statistics

	lamakerja	N	Mean	Std. Deviation	Std. Error Mean
SK	>= 2.00	33	2.6718	.69130	.12034
	< 2.00	31	2.8810	.63377	.11383
Ti	>= 2.00	33	3.0833	.66927	.11650
	< 2.00	31	3.2339	.65490	.11762
KK	>= 2.00	33	3.7061	.57930	.10084
	< 2.00	31	3.5935	.43354	.07787
PK	>= 2.00	33	3.9570	1.03108	.17949
	< 2.00	31	3.7968	.82937	.14896

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
SK Equal variances assumed	.223	.638	1.259	62	.213	-.20915	.16610	-.54118	.12288
Equal variances not assumed			1.263	61.966	.211	-.20915	.16565	-.54027	.12198

Ti	Equal variances assumed	.006	.941	-.909	62	.367	-.15054	.16567	-.48171	.18063
	Equal variances not assumed			-.909	61.892	.367	-.15054	.16556	-.48149	.18041
KK	Equal variances assumed	1.874	.176	.875	62	.385	.11251	.12855	-.14446	.36948
	Equal variances not assumed			.883	59.117	.381	.11251	.12741	-.14242	.36744
PK	Equal variances assumed	.417	.521	.682	62	.498	.16020	.23484	-.30924	.62963
	Equal variances not assumed			.687	60.598	.495	.16020	.23325	-.30627	.62667

4.3.5. PERSEPSI RESPONDEN BERDASARKAN PERPINDAHAN KERJA

Group Statistics

		N	Mean	Std. Deviation	Std. Error Mean
SK	tidak pernah berpindah	39	2.7754	.73498	.11769
	pernah berpindah	25	2.7696	.55953	.11191
Ti	tidak pernah berpindah	39	3.1795	.68333	.10942
	pernah berpindah	25	3.1200	.63787	.12757
Kk	tidak pernah berpindah	39	3.6692	.52020	.08330
	pernah berpindah	25	3.6240	.51095	.10219
Pk	tidak pernah berpindah	39	3.8126	.90822	.14543
	pernah berpindah	25	3.9836	.98479	.19696

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	Df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
Sk Equal variances assumed	2.267	.137	.034	62	.973	.00578	.17230	-.33864	.35021

	Equal variances not assumed			.036	60.052	.972	.00578	.16240	-.31906	.33063
Ti	Equal variances assumed	.024	.878	.349	62	.729	.05949	.17066	-.28165	.40063
	Equal variances not assumed			.354	53.883	.725	.05949	.16807	-.27749	.39647
Kk	Equal variances assumed	.039	.843	.342	62	.734	.04523	.13237	-.21936	.30982
	Equal variances not assumed			.343	51.992	.733	.04523	.13184	-.21932	.30978
Pk	Equal variances assumed	.387	.536	-.711	62	.480	-.17104	.24047	-.65174	.30966
	Equal variances not assumed			-.699	48.247	.488	-.17104	.24483	-.66324	.32117

4.3.6. UJI BEDA RATA-RATA ANTARA KEPUASAN KERJA INTRINSIK DAN EKSTRINSIK

Group Statistics

kelompok	N	Mean	Std. Deviation	Std. Error Mean
data kepuasan intrinsik	5	3.6460	.14792	.06615
kepuasan ekstrinsik	5	3.6560	.20144	.09009

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
	F	Sig.	t	df	Sig. (2-tailed)	Mean Difference	Std. Error Difference	95% Confidence Interval of the Difference	
								Lower	Upper
data Equal variances assumed	1.032	.339	-.089	8	.931	-.01000	.11177	-.26774	.24774
Equal variances not assumed			-.089	7.342	.931	-.01000	.11177	-.27181	.25181

4.4. UJI BEDA KEPUASAN KERJA INTRINSIK dan EKSTRINSIK

Group Statistics

Kategori	KK	N	Mean	Std. Deviation	Std. Error Mean
AVGKK	intrinsik	5	3.6460	.14792	.06615
	ekstrinsik	5	3.6560	.20144	.09009

Independent Samples Test

	Levene's Test for Equality of Variances		t-test for Equality of Means						
								95% Confidence Interval of the Difference	
	F	Sig.	t	df	Sig. (2- tailed)	Mean Difference	Std. Error Difference	Lower	Upper
AVGKK Equal variances assumed	1.032	.339	- .089	8	.931	-.01000	.11177	-.26774	.24774
Equal variances not assumed			- .089	7.342	.931	-.01000	.11177	-.27181	.25181

LAMPIRAN 5
UJI ASUMSI KLASIK

**5.1. UJI ASUMSI KLASIK STRESS KERJA TERHADAP KEPUASAN
KERJA**

5.1.1. UJI HETEROSKEDASTISITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.	
	B	Std. Error	Beta			
1	(Constant)	.109	.164		.666	.508
	SK	.085	.058	.184	1.478	.145

a. Dependent Variable: ABSRES_SKKK

5.1.2. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		64
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.99203175
Most Extreme Differences	Absolute	.099
	Positive	.079
	Negative	-.099
Kolmogorov-Smirnov Z		.794
Asymp. Sig. (2-tailed)		.553

a. Test distribution is Normal.

5.2. UJI ASUMSI KLASIK STRESS KERJA TERHADAP *TURNOVER INTENTION*

5.2.1. UJI HETEROSKEDASTISITAS

Coefficients^a

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		

1	(Constant)	4.611	.812		5.678	.000		
	SK	.121	.126	.122	.963	.339	.818	1.222
	KK	-.490	.163	-.380	-3.002	.004	.818	1.222

a. Dependent Variable: T1

5.3.2. UJI HETEROSKEDASTISITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.976	.459		2.125	.038
	SK	-.022	.071	-.044	-.315	.754
	KK	-.119	.092	-.179	-1.284	.204

a. Dependent Variable: ABS_RES1

5.3.3. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		64
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.98399897

Most Extreme Differences	Absolute	.087
	Positive	.075
	Negative	-.087
Kolmogorov-Smirnov Z		.697
Asymp. Sig. (2-tailed)		.716

a. Test distribution is Normal.

5.4. UJI ASUMSI KLASIK PERKEMBANGAN KARIR TERHADAP KEPUASAN KERJA

5.4.1. UJI HETEROSKEDASTISITAS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.206	.161		1.277	.207
	PK	.036	.040	.114	.901	.371

a. Dependent Variable: ABSRES_PKKK

5.4.2. UJI NORMALITAS

		Standardized Residual
N		64
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.99203175

Most Extreme Differences	Absolute	.114
	Positive	.065
	Negative	-.114
Kolmogorov-Smirnov Z		.913
Asymp. Sig. (2-tailed)		.375

a. Test distribution is Normal.

5.5. UJI ASUMSI KLASIK PERKEMBANGAN KARIR TERHADAP *TURNOVER INTENTION*

5.5.1. UJI MULTIKOLINIERITAS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.043	2.160		.946	.348
	TOTALPK	.079	.045	.217	1.753	.085

a. Dependent Variable: abs_resPK

5.5.2. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		64
Normal Parameters ^a	Mean	.000000
	Std. Deviation	.99203175

Most Extreme Differences	Absolute	.125
	Positive	.111
	Negative	-.125
Kolmogorov-Smirnov Z		1.002
Asymp. Sig. (2-tailed)		.268

a. Test distribution is Normal.

5.6. UJI ASUMSI KLASIK PERKEMBANGAN KARIR DAN KEPUASAN KERJA TERHADAP *TURNOVER INTENTION*

5.6.1. UJI MULTIKOLINIERITAS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.269	.552		9.544	.000		
	PK	-.081	.090	-.115	-.897	.373	.807	1.239
	KK	-.492	.165	-.382	-2.991	.004	.807	1.239

a. Dependent Variable: TI

5.6.2. UJI HETEROSKEDASTISITAS

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.797	.323		2.469	.016

PK	-0.009	.053	-.023	-.165	.869
KK	-.079	.096	-.116	-.821	.415

a. Dependent Variable: ABS_RES2

5.6.3. UJI NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Standardized Residual
N		64
Normal Parameters ^a	Mean	.0000000
	Std. Deviation	.98399897
Most Extreme Differences	Absolute	.075
	Positive	.071
	Negative	-.075
Kolmogorov-Smirnov Z		.602
Asymp. Sig. (2-tailed)		.861

a. Test distribution is Normal.

LAMPIRAN 6

UJI REGRESI

6.1. HIPOTESIS 1 (STRESS KERJA DAN KEPUASAN KERJA TERHADAP *TURNOVER INTENTION*)

6.1.1. REGRESI LINIER STRESS KERJA KE KEPUASAN KERJA

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	SK ^a	.	Enter

a. All requested variables entered.

b. Dependent Variable: KK

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.426 ^a	.182	.168	.46781

a. Predictors: (Constant), SK

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	3.011	1	3.011	13.760	.000 ^a
	Residual	13.568	62	.219		
	Total	16.580	63			

a. Predictors: (Constant), SK

b. Dependent Variable: KK

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	T	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.560	.252		18.106	.000
	SK	-.328	.088	-.426	-3.709	.000

a. Dependent Variable: KK

6.1.2. REGRESI LINIER STRESS KERJA KE *TURNOVER INTENTION*

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	SK ^a	.	Enter

a. All requested variables entered.

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	SK ^a		Enter

b. Dependent Variable: TI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.284 ^a	.081	.066	.63929

a. Predictors: (Constant), SK

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.223	1	2.223	5.440	.023 ^a
	Residual	25.339	62	.409		
	Total	27.563	63			

a. Predictors: (Constant), SK

b. Dependent Variable: TI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.375	.344		6.901	.000
	SK	.282	.121	.284	2.332	.023

a. Dependent Variable: TI

6.1.3. REGRESI BERGANDA STRESS KERJA DAN KEPUASAN KERJA KE *TURNOVER INTENTION*

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	KK, SK ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: TI

Model Summary^b

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.446 ^a	.199	.173	.60159

a. Predictors: (Constant), KK, SK

b. Dependent Variable: TI

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.486	2	2.743	7.579	.001 ^a
	Residual	22.077	61	.362		
	Total	27.563	63			

a. Predictors: (Constant), KK, SK

b. Dependent Variable: TI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	4.611	.812		5.678	.000
	SK	.121	.126	.122	.963	.339
	KK	-.490	.163	-.380	-3.002	.004

a. Dependent Variable: TI

6.2. HIPOTESIS 2 (PERKEMBANGAN KARIR DAN KEPUASAN KERJA TERHADAP *TURNOVER INTENTION*)

6.2.1. REGRESI LINIER PERKEMBANGAN KARIR KE KEPUASAN KERJA

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	PK ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: KK

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.439 ^a	.193	.180	.46457

a. Predictors: (Constant), PK

ANOVA^b

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	3.199	1	3.199	14.822	.000 ^a
	Residual	13.381	62	.216		
	Total	16.580	63			

a. Predictors: (Constant), PK

b. Dependent Variable: KK

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.717	.250		10.879	.000
	PK	.241	.063	.439	3.850	.000

a. Dependent Variable: KK

6.2.2. REGRESI LINIER PERKEMBANGAN KARIR KE *TURNOVER INTENTION*

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	PK ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: TI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.282 ^a	.080	.065	.63963

a. Predictors: (Constant), PK

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.197	1	2.197	5.370	.024 ^a
	Residual	25.366	62	.409		
	Total	27.563	63			

a. Predictors: (Constant), PK

b. Dependent Variable: TI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.931	.344		11.434	.000
	PK	-.200	.086	-.282	-2.317	.024

a. Dependent Variable: TI

6.2.3. REGRESI BERGANDA PERKEMBANGAN KARIR DAN KEPUASAN KERJA KE *TURNOVER INTENTION*

Variables Entered/Removed^b

Model	Variables Entered	Variables Removed	Method
1	PK, KK ^a		. Enter

a. All requested variables entered.

b. Dependent Variable: TI

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.444 ^a	.197	.171	.60219

a. Predictors: (Constant), PK, KK

ANOVA^b

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	5.442	2	2.721	7.504	.001 ^a
	Residual	22.120	61	.363		
	Total	27.563	63			

a. Predictors: (Constant), PK, KK

b. Dependent Variable: TI

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.269	.552		9.544	.000
	KK	-.492	.165	-.382	-2.991	.004
	PK	-.081	.090	-.115	-.897	.373

a. Dependent Variable: TI