

UJI VALIDITAS TEKANAN ETIS

		TE1	TE2	TE3	TE4	TE
TE1	Pearson Correlation	1	.703(**)	.635(**)	.622(**)	.846(**)
	Sig. (2-tailed)	.	.000	.000	.000	.000
	N	32	32	32	32	32
TE2	Pearson Correlation	.703(**)	1	.669(**)	.715(**)	.880(**)
	Sig. (2-tailed)	.000	.	.000	.000	.000
	N	32	32	32	32	32
TE3	Pearson Correlation	.635(**)	.669(**)	1	.760(**)	.882(**)
	Sig. (2-tailed)	.000	.000	.	.000	.000
	N	32	32	32	32	32
TE4	Pearson Correlation	.622(**)	.715(**)	.760(**)	1	.886(**)
	Sig. (2-tailed)	.000	.000	.000	.	.000
	N	32	32	32	32	32
TE	Pearson Correlation	.846(**)	.880(**)	.882(**)	.886(**)	1
	Sig. (2-tailed)	.000	.000	.000	.000	.
	N	32	32	32	32	32

** Correlation is significant at the 0.01 level (2-tailed).

UJI VALIDITAS KONFLIK ORGANISASIONAL – PROFESIONAL

		KOP1	KOP2	KOP3	KOP
KOP1	Pearson Correlation	1	.138	.231	.631(**)
	Sig. (2-tailed)	.	.451	.203	.000
	N	32	32	32	32
KOP2	Pearson Correlation	.138	1	.693(**)	.774(**)
	Sig. (2-tailed)	.451	.	.000	.000
	N	32	32	32	32
KOP3	Pearson Correlation	.231	.693(**)	1	.854(**)
	Sig. (2-tailed)	.203	.000	.	.000
	N	32	32	32	32
KOP	Pearson Correlation	.631(**)	.774(**)	.854(**)	1
	Sig. (2-tailed)	.000	.000	.000	.
	N	32	32	32	32

** Correlation is significant at the 0.01 level (2-tailed).

UJI VALIDITAS KEPUASAN KERJA

		KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK
KK1	Pearson Correlation	1	.414(*)	.363(*)	-.089	.473(**)	-.193	.472(**)	.600(**)
	Sig. (2-tailed)	.	.018	.041	.629	.006	.290	.006	.000
	N	32	32	32	32	32	32	32	32
KK2	Pearson Correlation	.414(*)	1	.349	.049	.327	.211	.636(**)	.707(**)
	Sig. (2-tailed)	.018	.	.051	.789	.068	.247	.000	.000
	N	32	32	32	32	32	32	32	32
KK3	Pearson Correlation	.363(*)	.349	1	-.344	.107	.161	.444(*)	.501(**)
	Sig. (2-tailed)	.041	.051	.	.054	.561	.379	.011	.003
	N	32	32	32	32	32	32	32	32
KK4	Pearson Correlation	-.089	.049	-.344	1	.397(*)	.382(*)	.165	.325
	Sig. (2-tailed)	.629	.789	.054	.	.024	.031	.368	.069
	N	32	32	32	32	32	32	32	32
KK5	Pearson Correlation	.473(**)	.327	.107	.397(*)	1	.259	.615(**)	.744(**)
	Sig. (2-tailed)	.006	.068	.561	.024	.	.152	.000	.000
	N	32	32	32	32	32	32	32	32
KK6	Pearson Correlation	-.193	.211	.161	.382(*)	.259	1	.445(*)	.503(**)
	Sig. (2-tailed)	.290	.247	.379	.031	.152	.	.011	.003
	N	32	32	32	32	32	32	32	32
KK7	Pearson Correlation	.472(**)	.636(**)	.444(*)	.165	.615(**)	.445(*)	1	.889(**)
	Sig. (2-tailed)	.006	.000	.011	.368	.000	.011	.	.000
	N	32	32	32	32	32	32	32	32
KK	Pearson Correlation	.600(**)	.707(**)	.501(**)	.325	.744(**)	.503(**)	.889(**)	1
	Sig. (2-tailed)	.000	.000	.003	.069	.000	.003	.000	.
	N	32	32	32	32	32	32	32	32

* Correlation is significant at the 0.05 level (2-tailed).

** Correlation is significant at the 0.01 level (2-tailed).

UJI VALIDITAS KEINGINAN BERPINDAH

		KB1	KB2	KB
KB1	Pearson Correlation	1	.709(**)	.909(**)
	Sig. (2-tailed)	.	.000	.000
	N	32	32	32
KB2	Pearson Correlation	.709(**)	1	.939(**)
	Sig. (2-tailed)	.000	.	.000
	N	32	32	32
KB	Pearson Correlation	.909(**)	.939(**)	1
	Sig. (2-tailed)	.000	.000	.
	N	32	32	32

** Correlation is significant at the 0.01 level (2-tailed).



UJI RELIABILITAS TEKANAN ETIS

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded (a)	0	.0
	Total	32	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
.896	.896	4

Item Statistics

	Mean	Std. Deviation	N
TE1	2.16	1.439	32
TE2	2.53	1.414	32
TE3	2.88	1.540	32
TE4	2.91	1.422	32

Inter-Item Correlation Matrix

	TE1	TE2	TE3	TE4
TE1	1.000	.703	.635	.622
TE2	.703	1.000	.669	.715
TE3	.635	.669	1.000	.760
TE4	.622	.715	.760	1.000

The covariance matrix is calculated and used in the analysis.

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
TE1	8.31	15.512	.725	.547	.882
TE2	7.94	15.157	.786	.629	.860
TE3	7.59	14.378	.776	.629	.864
TE4	7.56	15.028	.794	.658	.857

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
10.47	25.805	5.080	4

UJI RELIABILITAS KONFLIK ORGANISASIONAL – PROFESIONAL

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded (a)	0	.0
	Total	32	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
.607	.622	3

Item Statistics

	Mean	Std. Deviation	N
KOP1	3.56	1.294	32
KOP2	3.91	1.027	32
KOP3	3.97	1.356	32

Inter-Item Correlation Matrix

	KOP1	KOP2	KOP3
KOP1	1.000	.138	.231
KOP2	.138	1.000	.693
KOP3	.231	.693	1.000

The covariance matrix is calculated and used in the analysis.

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
KOP1	7.88	4.823	.207	.054	.800
KOP2	7.53	4.322	.538	.480	.375
KOP3	7.47	3.096	.574	.499	.237

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
11.44	7.673	2.770	3

UJI RELIABILITAS KEPUASAN KERJA

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded (a)	0	.0
	Total	32	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
.758	.754	6

Item Statistics

	Mean	Std. Deviation	N
KK1	4.47	1.344	32
KK2	4.44	1.243	32
KK3	5.00	1.191	32
KK5	4.00	1.270	32
KK6	4.03	1.177	32
KK7	4.19	1.281	32

Inter-Item Correlation Matrix

	KK1	KK2	KK3	KK5	KK6	KK7
KK1	1.000	.414	.363	.473	-.193	.472
KK2	.414	1.000	.349	.327	.211	.636
KK3	.363	.349	1.000	.107	.161	.444
KK5	.473	.327	.107	1.000	.259	.615
KK6	-.193	.211	.161	.259	1.000	.445
KK7	.472	.636	.444	.615	.445	1.000

The covariance matrix is calculated and used in the analysis.

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
KK1	21.66	18.555	.447	.531	.738
KK2	21.69	17.899	.579	.435	.701
KK3	21.13	19.790	.408	.307	.745
KK5	22.13	18.177	.530	.498	.714
KK6	22.09	21.572	.235	.425	.785
KK7	21.94	15.544	.826	.706	.625

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
26.13	25.532	5.053	6

UJI RELIABILITAS KEINGINAN BERPINDAH

Case Processing Summary

		N	%
Cases	Valid	32	100.0
	Excluded (a)	0	.0
	Total	32	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
.821	.830	2

Item Statistics

	Mean	Std. Deviation	N
KB1	4.59	1.073	32
KB2	4.91	1.304	32

Inter-Item Correlation Matrix

	KB1	KB2
KB1	1.000	.709
KB2	.709	1.000

The covariance matrix is calculated and used in the analysis.

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
KB1	4.91	1.701	.709	.503	.(a)
KB2	4.59	1.152	.709	.503	.(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.

Scale Statistics

Mean	Variance	Std. Deviation	N of Items
9.50	4.839	2.200	2

UJI ASUMSI KLASIK TE-KOP

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	2.41586368
Most Extreme Differences	Absolute	.136
	Positive	.078
	Negative	-.136
Kolmogorov-Smirnov Z		.770
Asymp. Sig. (2-tailed)		.594

a Test distribution is Normal.

b Calculated from data.

HETEROKEDASTISITAS

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	TE(a)	.	Enter

a All requested variables entered.

b Dependent Variable: absut

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.187(a)	.035	.003	1.53294

a Predictors: (Constant), TE

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.561	1	2.561	1.090	.305(a)
	Residual	70.497	30	2.350		
	Total	73.058	31			

a Predictors: (Constant), TE

b Dependent Variable: absut

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.428	.629		3.862	.001
	TE	-.057	.054	-.187	-1.044	.305

a Dependent Variable: absut

UJI ASUMSI KLASIK KOP-KK

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	3.76127239
Most Extreme Differences	Absolute	.154
	Positive	.154
	Negative	-.152
Kolmogorov-Smirnov Z		.873
Asymp. Sig. (2-tailed)		.431

a Test distribution is Normal.

b Calculated from data.

HETEROKEDASTISITAS

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KOP(a)	.	Enter

a All requested variables entered.

b Dependent Variable: absut2

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.099(a)	.010	-.023	2.44882

a Predictors: (Constant), KOP

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	1.797	1	1.797	.300	.588(a)
	Residual	179.902	30	5.997		
	Total	181.699	31			

a Predictors: (Constant), KOP

b Dependent Variable: absut2

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	3.827	1.867		2.050	.049
	KOP	-.087	.159	-.099	-.547	.588

a Dependent Variable: absut2

UJI ASUMSI KLASIK KOP & KK – KB

NORMALITAS

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		32
Normal Parameters(a,b)	Mean	.0000000
	Std. Deviation	1.75085466
Most Extreme Differences	Absolute	.179
	Positive	.138
	Negative	-.179
Kolmogorov-Smirnov Z		1.012
Asymp. Sig. (2-tailed)		.258

a Test distribution is Normal.

b Calculated from data.

HETEROKEDASTISITAS

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KK, KOP(a)	.	Enter

a All requested variables entered.

b Dependent Variable: absut3

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.472(a)	.223	.169	1.11617

a Predictors: (Constant), KK, KOP

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	10.368	2	5.184	4.161	.026(a)
	Residual	36.129	29	1.246		
	Total	46.497	31			

a Predictors: (Constant), KK, KOP

b Dependent Variable: absut3

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	2.623	2.298		1.141	.263
	KOP	-.177	.097	-.400	-1.818	.079
	KK	.024	.053	.100	.453	.654

a Dependent Variable: absut3

MULTIKOLINIERITAS

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KK, KOP(a)	.	Enter

a All requested variables entered.

b Dependent Variable: KB

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.605(a)	.366	.323	1.810

a Predictors: (Constant), KK, KOP

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	54.970	2	27.485	8.387	.001(a)
	Residual	95.030	29	3.277		
	Total	150.000	31			

a Predictors: (Constant), KK, KOP

b Dependent Variable: KB

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	5.127	3.727		1.376	.179		
	KOP	.446	.158	.561	2.826	.008	.554	1.805
	KK	-.028	.086	-.064	-.320	.751	.554	1.805

a Dependent Variable: KB

Coefficient Correlations(a)

Model			KK	KOP
1	Correlations	KK	1.000	.668
		KOP	.668	1.000
	Covariances	KK	.007	.009
		KOP	.009	.025

a Dependent Variable: KB

Collinearity Diagnostics(a)

Model	Dimensio n	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	KOP	KK
1	1	2.921	1.000	.00	.00	.00
	2	.074	6.291	.00	.22	.12
	3	.005	24.588	1.00	.78	.88

a Dependent Variable: KB

UJI HIPOTESIS

TE TERHADAP KOP

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	TE(a)		Enter

a All requested variables entered.

b Dependent Variable: KOP

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.489(a)	.239	.214	2.456

a Predictors: (Constant), TE

b Dependent Variable: KOP

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regressio n	56.947	1	56.947	9.442	.004(a)
	Residual	180.928	30	6.031		
	Total	237.875	31			

a Predictors: (Constant), TE

b Dependent Variable: KOP

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	8.644	1.007		8.582	.000
	TE	.267	.087	.489	3.073	.004

a Dependent Variable: KOP

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	9.71	13.98	11.44	1.355	32
Residual	-5.712	4.354	.000	2.416	32
Std. Predicted Value	-1.273	1.876	.000	1.000	32
Std. Residual	-2.326	1.773	.000	.984	32

a Dependent Variable: KOP

KOP TERHADAP KK

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KOP(a)	.	Enter

a All requested variables entered.

b Dependent Variable: KK

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.668(a)	.446	.427	3.823

a Predictors: (Constant), KOP

b Dependent Variable: KK

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	352.938	1	352.938	24.143	.000(a)
	Residual	438.562	30	14.619		
	Total	791.500	31			

a Predictors: (Constant), KOP

b Dependent Variable: KK

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	40.057	2.915		13.742	.000
	KOP	-1.218	.248	-.668	-4.914	.000

a Dependent Variable: KK

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	19.35	35.18	26.12	3.374	32
Residual	-6.312	10.560	.000	3.761	32
Std. Predicted Value	-2.008	2.685	.000	1.000	32
Std. Residual	-1.651	2.762	.000	.984	32

a Dependent Variable: KK

KOP & KK TERHADAP KB

Variables Entered/Removed(b)

Model	Variables Entered	Variables Removed	Method
1	KK, KOP(a)	.	Enter

a All requested variables entered.

b Dependent Variable: KB

Model Summary(b)

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.605(a)	.366	.323	1.810

a Predictors: (Constant), KK, KOP

b Dependent Variable: KB

ANOVA(b)

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	54.970	2	27.485	8.387	.001(a)
	Residual	95.030	29	3.277		
	Total	150.000	31			

a Predictors: (Constant), KK, KOP

b Dependent Variable: KB

Coefficients(a)

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.127	3.727		1.376	.179
	KOP	.446	.158	.561	2.826	.008
	KK	-.028	.086	-.064	-.320	.751

a Dependent Variable: KB

Residuals Statistics(a)

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	5.77	12.31	9.50	1.332	32
Residual	-3.837	3.690	.000	1.751	32
Std. Predicted Value	-2.798	2.113	.000	1.000	32
Std. Residual	-2.120	2.038	.000	.967	32

a Dependent Variable: KB

FREKUENSI RESPONDEN

Umur

Statistics

Umur

N	Valid	32
	Missing	0
Mean		1.63
Minimum		1
Maximum		3

Umur

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<25	14	43.8	43.8	43.8
	25-35	16	50.0	50.0	93.8
	35-45	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

Jenis Kelamin

Statistics

JnsKlm

N	Valid	32
	Missing	0
Mean		1.50
Minimum		1
Maximum		2

JnsKlm

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Pria	16	50.0	50.0	50.0
	wanita	16	50.0	50.0	100.0
	Total	32	100.0	100.0	

Pendidikan

Statistics

Pend

N	Valid	32
	Missing	0
Mean		1.94
Minimum		1
Maximum		5

Pend

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	D3	5	15.6	15.6	15.6
	S1	26	81.3	81.3	96.9
	Lainnya	1	3.1	3.1	100.0
	Total	32	100.0	100.0	

Nama KAP

Statistics

NmKAP

N	Valid	32
	Missing	0
Mean		2.66
Minimum		1
Maximum		6

NmKAP

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Hananta Budianto & Rekan	10	31.3	31.3	31.3
	Bayudi Watu & Rekan	8	25.0	25.0	56.3
	Drs. I. Soetikno	5	15.6	15.6	71.9
	Drs. Sugeng Pamudji	3	9.4	9.4	81.3
	Soekamto	4	12.5	12.5	93.8
	Benny Gunawan	2	6.3	6.3	100.0
	Total	32	100.0	100.0	

Lama Bekerja

Statistics

LmBkrj

N	Valid	32
	Missing	0
Mean		1.59
Minimum		1
Maximum		3

LmBkrj

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	<1th	16	50.0	50.0	50.0
	1-5th	13	40.6	40.6	90.6
	>5th	3	9.4	9.4	100.0
	Total	32	100.0	100.0	

Posisi

Statistics

Posisi

N	Valid	32
	Missing	0
Mean		1.16
Minimum		1
Maximum		2

Posisi

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	Junior	27	84.4	84.4	84.4
	Senior	5	15.6	15.6	100.0
	Total	32	100.0	100.0	

Descriptives

Descriptive Statistics

	N	Minimum	Maximum	Mean
TE	32	4	20	10.47
KOP	32	4	17	11.44
KK	32	14	41	26.12
KB	32	2	14	9.50
Valid N (listwise)	32			

Mean Tekanan Etis Berdasarkan Umur

Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
TE * Umur	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

		TE	
Umur <25	1		12
	2		4
	3		8
	4		10
	5		7
	6		6
	7		12
	8		4
	9		15
	10		16
	11		6
	12		6
	13		9
	14		13
	Total	N	14
		Mean	9.14
25-35	1		7
	2		6
	3		13
	4		11
	5		13
	6		20

7			20
8			9
9			4
10			11
11			7
12			19
13			19
14			10
15			4
16			10
Total	N		16
	Mean		11.44
35-45	1		5
	2		19
Total	N		2
	Mean		12.00
Total	N		32
	Mean		10.47

a. Limited to first 100 cases.

Mean Tekanan Etis Berdasarkan Jenis Kelamin Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
TE * JnsKlm	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

			TE
JnsKlm	Pria	1	7
		2	4
		3	7
		4	11
		5	20
		6	20
		7	9
		8	4
		9	5
		10	19
		11	7
		12	6

	13		9
	14		10
	15		4
	16		10
	Total	N	16
		Mean	9.50
wanita	1		12
	2		8
	3		10
	4		6
	5		13
	6		13
	7		6
	8		12
	9		4
	10		15
	11		11
	12		16
	13		6
	14		19
	15		19
	16		13
	Total	N	16
		Mean	11.44
Total		N	32
		Mean	10.47

a Limited to first 100 cases.

Mean Tekanan Etis Berdasarkan Pendidikan Terakhir Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
TE * Pend	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			TE
Pend	D3	1	20
		2	11
		3	6
		4	13

	5		4
	Total	N	5
		Mean	10.80
S1	1		7
	2		12
	3		4
	4		8
	5		10
	6		6
	7		7
	8		13
	9		11
	10		13
	11		6
	12		12
	13		20
	14		9
	15		4
	16		4
	17		5
	18		19
	19		16
	20		6
	21		7
	22		9
	23		19
	24		19
	25		10
	26		10
	Total	N	26
		Mean	10.23
Lainnya	1		15
	Total	N	1
		Mean	15.00
Total	N		32
	Mean		10.47

a Limited to first 100 cases.

Mean Tekanan Etis Berdasarkan Lama Bekerja
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
TE * LmBkrj	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

		TE	
LmBkrj <1th	1		7
	2		12
	3		4
	4		8
	5		10
	6		7
	7		6
	8		12
	9		20
	10		20
	11		15
	12		16
	13		6
	14		6
	15		9
	16		13
Total	N		16
	Mean		10.69
1-5th	1		13
	2		11
	3		13
	4		9
	5		4
	6		4
	7		19
	8		11
	9		7
	10		19
	11		10
	12		4
	13		10
Total	N		13

		Mean	10.31
>5th	1		6
	2		5
	3		19
	Total	N	3
		Mean	10.00
Total	N		32
	Mean		10.47

a Limited to first 100 cases.

Mean Tekanan Etis Berdasarkan Posisi
Case Processing Summary(a)

	Cases				Total	
	Included		Excluded		N	Percent
	N	Percent	N	Percent		
TE * Posisi	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

Posisi	Junior	TE
1		7
2		12
3		4
4		8
5		10
6		7
7		13
8		11
9		13
10		6
11		12
12		20
13		20
14		9
15		4
16		4
17		15
18		19
19		11
20		16
21		6
22		7

	23		6
	24		9
	25		19
	26		13
	27		10
	Total	N	27
		Mean	10.78
Senior	1		6
	2		5
	3		19
	4		4
	5		10
	Total	N	5
		Mean	8.80
Total		N	32
		Mean	10.47

a Limited to first 100 cases.

Mean KOP Berdasarkan Umur

Case Processing Summary(a)

	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KOP * Umur	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

Umur	<25	KOP
	1	16
	2	11
	3	12
	4	11
	5	12
	6	10
	7	12
	8	6
	9	17
	10	13
	11	13
	12	13

	13		10
	14		8
	Total	N	14
		Mean	11.71
25-35	1		8
	2		12
	3		12
	4		12
	5		11
	6		15
	7		15
	8		6
	9		4
	10		13
	11		12
	12		12
	13		12
	14		11
	15		12
	16		13
	Total	N	16
		Mean	11.25
35-45	1		10
	2		12
	Total	N	2
		Mean	11.00
Total	N		32
	Mean		11.44

a Limited to first 100 cases.

Mean KOP Berdasarkan Jenis Kelamin Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KOP * JnsKlm	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			KOP
JnsKlm	Pria	1	8
		2	11
		3	12
		4	12
		5	15
		6	15
		7	6
		8	4
		9	10
		10	12
		11	12
		12	13
		13	10
		14	11
		15	12
		16	13
	Total	N	16
		Mean	11.00
wanita		1	16
		2	12
		3	11
		4	12
		5	12
		6	11
		7	10
		8	12
		9	6
		10	17
		11	13
		12	13
		13	13
		14	12
		15	12
		16	8
	Total	N	16
		Mean	11.88
Total		N	32
		Mean	11.44

a Limited to first 100 cases.

Mean KOP Berdasarkan Pendidikan Terakhir
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KOP * Pend	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

		KOP	
Pend	D3	1	15
		2	13
		3	13
		4	8
		5	12
	Total	N	5
		Mean	12.20
S1		1	8
		2	16
		3	11
		4	12
		5	11
		6	12
		7	12
		8	12
		9	12
		10	11
		11	10
		12	12
		13	15
		14	6
		15	4
		16	6
		17	10
		18	12
		19	13
		20	13
		21	12
		22	10
		23	12
		24	12
		25	11

	26		13
	Total	N	26
		Mean	11.08
Lainnya	1		17
	Total	N	1
		Mean	17.00
Total	N		32
	Mean		11.44

a Limited to first 100 cases.

Mean KOP Berdasarkan Lama Bekerja
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KOP * LmBkrj	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

		KOP	
LmBkrj <1th	1		8
	2		16
	3		11
	4		12
	5		11
	6		12
	7		10
	8		12
	9		15
	10		15
	11		17
	12		13
	13		13
	14		13
	15		10
	16		8
	Total	N	16
		Mean	12.25
1-5th	1		12
	2		12
	3		11
	4		6

5			4
6			6
7			12
8			13
9			12
10			12
11			11
12			12
13			13
Total	N		13
	Mean		10.46
>5th	1		12
	2		10
	3		12
Total	N		3
	Mean		11.33
Total	N		32
	Mean		11.44

a Limited to first 100 cases.

Mean KOP Berdasarkan Posisi

Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KOP * Posisi	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

Posisi	Junior	KOP
1		8
2		16
3		11
4		12
5		11
6		12
7		12
8		12
9		11
10		10
11		12
12		15

13		15
14		6
15		4
16		6
17		17
18		12
19		13
20		13
21		13
22		12
23		13
24		10
25		12
26		8
27		11
Total	N	27
	Mean	11.37
Senior		
1		12
2		10
3		12
4		12
5		13
Total	N	5
	Mean	11.80
Total	N	32
	Mean	11.44

a Limited to first 100 cases.

Mean Kepuasan Kerja Berdasarkan Umur Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Umur	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			KK
Umur	<25	1	22
		2	27
		3	21
		4	21

5			36
6			25
7			26
8			32
9			14
10			25
11			22
12			26
13			30
14			26
Total	N		14
	Mean		25.21
25-35	1		24
	2		23
	3		26
	4		26
	5		28
	6		23
	7		23
	8		33
	9		41
	10		25
	11		32
	12		28
	13		28
	14		22
	15		20
	16		26
Total	N		16
	Mean		26.75
35-45	1		27
	2		28
Total	N		2
	Mean		27.50
Total	N		32
	Mean		26.12

a Limited to first 100 cases.

Mean Kepuasan Kerja Berdasarkan Jenis Kelamin
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * JnsKlm	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

			KK
JnsKlm	Pria	1	24
		2	27
		3	36
		4	26
		5	23
		6	23
		7	33
		8	41
		9	27
		10	28
		11	32
		12	26
		13	30
		14	22
		15	20
		16	26
	Total	N	16
		Mean	27.75
	wanita	1	22
		2	21
		3	21
		4	23
		5	26
		6	28
		7	25
		8	26
		9	32
		10	14

		11		25
		12		25
		13		22
		14		28
		15		28
		16		26
	Total	N		16
		Mean		24.50
Total	N			32
	Mean			26.12

a Limited to first 100 cases.

Mean Kepuasan Kerja Berdasarkan Pendidikan Terakhir
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Pend	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			KK
Pend	D3	1	23
		2	25
		3	26
		4	26
		5	20
		Total	N
	Mean	24.00	
S1	1	24	
	2	22	
	3	27	
	4	21	
	5	21	
	6	23	
	7	36	
	8	26	
	9	26	

10			28
11			25
12			26
13			23
14			33
15			41
16			32
17			27
18			28
19			25
20			22
21			32
22			30
23			28
24			28
25			22
26			26
Total	N		26
	Mean		27.00
Lainnya	1		14
Total	N		1
	Mean		14.00
Total	N		32
	Mean		26.12

a Limited to first 100 cases.

Mean Kepuasan Kerja Berdasarkan Lama Bekerja Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * LmBkrj	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

	KK
LmBkrj <1th	24
	22
	27
	21
	21
	36

7			25
8			26
9			23
10			23
11			14
12			25
13			22
14			26
15			30
16			26
Total	N		16
	Mean		24.44
1-5th	1		26
	2		26
	3		28
	4		33
	5		41
	6		32
	7		28
	8		25
	9		32
	10		28
	11		22
	12		20
	13		26
Total	N		13
	Mean		28.23
>5th	1		23
	2		27
	3		28
Total	N		3
	Mean		26.00
Total	N		32
	Mean		26.12

a Limited to first 100 cases.

		4		20
		5		26
	Total	N		5
		Mean		24.80
Total	N			32
	Mean			26.12

a Limited to first 100 cases.

Mean Keinginan Berpindah Berdasarkan Umur Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KB * Umur	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

		KB	
Umur <25	1		12
	2		9
	3		8
	4		10
	5		13
	6		10
	7		10
	8		8
	9		12
	10		10
	11		14
	12		10
	13		8
	14		9
	Total	N	
	Mean		10.21
25-35	1		10
	2		6
	3		10
	4		10
	5		10
	6		11
	7		11
	8		10

	9		2
	10		10
	11		10
	12		10
	13		8
	14		8
	15		11
	16		10
Total	N		16
	Mean		9.19
35-45	1		6
	2		8
Total	N		2
	Mean		7.00
Total	N		32
	Mean		9.50

a Limited to first 100 cases.

Mean Keinginan Berpindah Berdasarkan Jenis Kelamin Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KB * JnsKlm	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			KB
JnsKlm	Pria	1	10
		2	9
		3	13
		4	10
		5	11
		6	11
		7	10
		8	2
		9	6
		10	8

	11		10
	12		10
	13		8
	14		8
	15		11
	16		10
	Total	N	16
		Mean	9.19
wanita	1		12
	2		8
	3		10
	4		6
	5		10
	6		10
	7		10
	8		10
	9		8
	10		12
	11		10
	12		10
	13		14
	14		10
	15		8
	16		9
	Total	N	16
		Mean	9.81
Total		N	32
		Mean	9.50

a Limited to first 100 cases.

Mean Keinginan Berpindah Berdasarkan Pendidikan Terakhir Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KB * Pend	32	100.0%	0	.0%	32	100.0%

a Limited to first 100 cases.

Case Summaries(a)

			KB
Pend	D3	1	11
		2	10

	3		10
	4		9
	5		11
	Total	N	5
		Mean	10.20
S1	1		10
	2		12
	3		9
	4		8
	5		10
	6		6
	7		13
	8		10
	9		10
	10		10
	11		10
	12		10
	13		11
	14		10
	15		2
	16		8
	17		6
	18		8
	19		10
	20		14
	21		10
	22		8
	23		10
	24		8
	25		8
	26		10
	Total	N	26
		Mean	9.27
Lainnya	1		12
	Total	N	1
		Mean	12.00
Total	N		32
	Mean		9.50

a Limited to first 100 cases.

Mean Keinginan Berpindah Berdasarkan Lama Bekerja
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KB * LmBkrj	32	100.0%	0	.0%	32	100.0%

a. Limited to first 100 cases.

Case Summaries(a)

		KB	
LmBkrj <1th	1		10
	2		12
	3		9
	4		8
	5		10
	6		13
	7		10
	8		10
	9		11
	10		11
	11		12
	12		10
	13		14
	14		10
	15		8
	16		9
	Total	N	
	Mean		10.44
1-5th	1		10
	2		10
	3		10
	4		10
	5		2
	6		8
	7		8
	8		10
	9		10
	10		8
	11		8
	12		11
	13		10
	Total	N	

		Mean	8.85
>5th	1		6
	2		6
	3		10
	Total	N	3
		Mean	7.33
Total	N		32
	Mean		9.50

a Limited to first 100 cases.

Mean Keinginan Berpindah Berdasarkan Posisi
Case Processing Summary(a)

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KB * Posisi	32	100.0%	0	.0%	32	100.0%

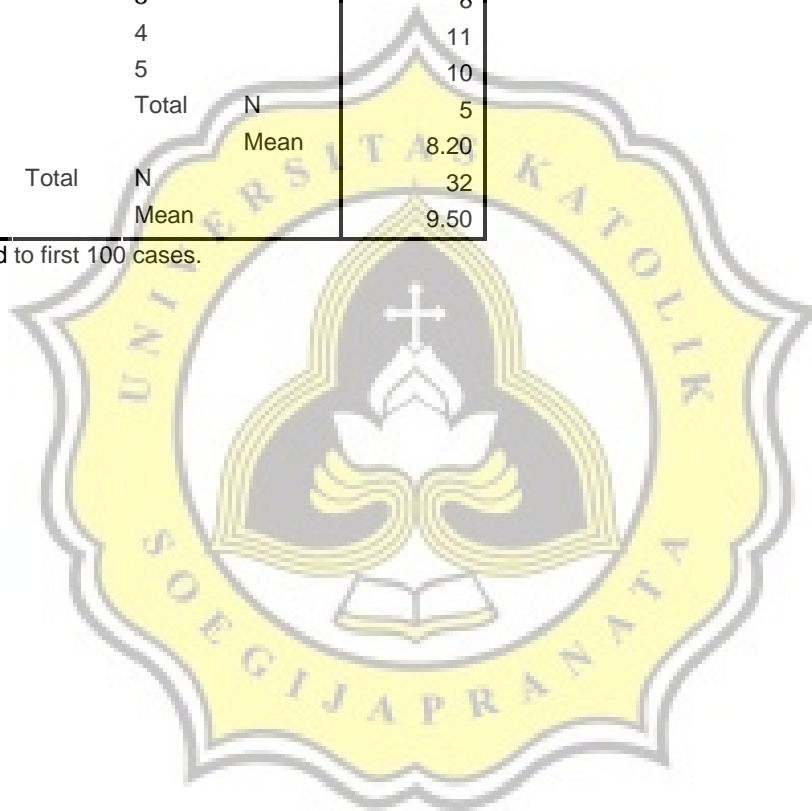
a Limited to first 100 cases.

Case Summaries(a)

Posisi	Junior	KB
1		10
2		12
3		9
4		8
5		10
6		13
7		10
8		10
9		10
10		10
11		10
12		11
13		11
14		10
15		2
16		8
17		12
18		8
19		10
20		10
21		14
22		10

	23		10
	24		8
	25		10
	26		9
	27		8
	Total	N	27
		Mean	9.74
Senior	1		6
	2		6
	3		8
	4		11
	5		10
	Total	N	5
		Mean	8.20
Total		N	32
		Mean	9.50

a Limited to first 100 cases.



TABULASI DATA RESPONDEN SETELAH UJI VALIDITAS

RE SP	U M R	JNS KL M	PEN D	KAP	LM BK RJ	P O S	TE1	TE2	TE3	TE4	TE	KOP 1	KOP 2	KOP 3	KOP	KK1	KK2	KK3	KK5	KK6	KK 7	KK	KB1	KB2	KB
1	2	1	2	1	1	1	1	2	2	2	7	3	3	2	8	3	3	5	5	5	3	24	5	5	10
2	1	2	2	2	1	1	1	1	5	5	12	6	4	6	16	1	5	5	1	7	3	22	5	7	12
3	1	1	2	2	1	1	1	1	1	1	4	4	4	3	11	5	4	5	5	4	4	27	4	5	9
4	1	2	2	2	1	1	4	1	2	1	8	3	5	4	12	3	4	4	4	3	3	21	5	3	8
5	1	2	2	2	1	1	2	3	2	3	10	5	3	3	11	5	2	4	4	3	3	21	5	5	10
6	2	2	2	2	3	2	1	2	1	2	6	5	3	4	12	3	4	4	5	3	4	23	3	3	6
7	1	1	2	2	1	1	1	2	1	3	7	2	5	5	12	5	5	7	6	7	6	36	6	7	13
8	2	2	2	4	2	1	3	3	3	4	13	4	4	4	12	3	5	4	4	5	5	26	5	5	10
9	2	1	2	4	2	1	3	2	3	3	11	4	4	4	12	4	4	5	4	4	5	26	5	5	10
10	2	2	2	4	2	1	3	2	4	4	13	4	3	4	11	5	5	4	5	4	5	28	5	5	10
11	1	2	2	1	1	1	1	1	2	2	6	4	3	3	10	5	4	4	4	4	4	25	5	5	10
12	1	2	2	1	1	1	3	3	3	3	12	4	3	5	12	5	4	5	3	5	4	26	5	5	10
13	2	1	1	1	1	1	5	5	5	5	20	5	5	5	15	5	5	4	3	3	3	23	5	6	11
14	2	1	2	1	1	1	5	5	5	5	20	5	5	5	15	5	5	4	3	3	3	23	5	6	11
15	2	1	2	1	2	1	1	4	2	2	9	3	2	1	6	7	7	7	4	2	6	33	3	7	10
16	2	1	2	1	2	1	1	1	1	1	4	1	2	1	4	7	7	7	7	6	7	41	1	1	2
17	1	2	2	1	2	1	1	1	1	1	4	2	3	1	6	5	6	7	4	4	6	32	4	4	8
18	3	1	2	2	3	2	1	1	1	2	5	3	3	4	10	5	5	4	5	4	4	27	3	3	6
19	1	2	5	2	1	1	4	4	4	3	15	6	6	5	17	2	1	5	1	3	2	14	6	6	12
20	3	1	2	3	2	1	4	5	5	5	19	3	4	5	12	5	5	5	4	4	5	28	4	4	8
21	2	2	1	3	2	1	1	3	3	4	11	4	4	5	13	5	4	4	4	4	4	25	5	5	10
22	1	2	2	1	1	1	3	3	5	5	16	5	5	3	13	5	3	4	5	4	4	25	5	5	10
23	1	2	2	1	1	1	1	2	1	2	6	5	4	4	13	5	4	4	3	3	3	22	7	7	14
24	2	1	2	5	2	1	1	1	4	1	7	2	5	5	12	7	5	7	4	4	5	32	5	5	10
25	1	1	1	5	1	1	1	1	1	3	6	3	5	5	13	3	5	5	3	5	5	26	5	5	10
26	1	1	2	5	1	1	1	2	4	2	9	2	4	4	10	4	5	7	5	4	5	30	4	4	8
27	2	2	2	3	3	1	4	5	5	5	19	3	4	5	12	5	5	5	4	4	5	28	5	5	10
28	2	2	2	3	2	2	4	5	5	5	19	3	4	5	12	5	5	5	4	4	5	28	4	4	8
29	1	2	1	3	1	1	4	3	3	3	13	4	2	2	8	5	3	5	5	4	4	26	4	5	9
30	2	1	2	5	2	1	1	3	4	2	10	1	5	5	11	4	3	7	2	3	3	22	4	4	8
31	2	1	1	6	2	2	1	1	1	1	4	3	4	5	12	4	5	5	3	2	1	20	5	6	11
32	2	1	2	6	2	2	1	3	3	3	10	3	5	5	13	3	5	3	5	5	5	26	5	5	10
TOTAL							89	81	92	93	335	114	125	127	388	143	142	160	128	120	134	836	147	157	304

KUESIONER

**Pengaruh Tekanan Etis Terhadap Konflik Organisasional – Profesional
dan
Konflik Organisasional – Profesional Terhadap Keinginan Berpindah Melalui
Kepuasan Kerja
(Studi Empiris Pada KAP di Semarang)**

IDENTITAS RESPONDEN

Mohon kesediaan Bapak/Ibu/Saudara untuk mengisi daftar pertanyaan berikut ini dengan memberi tanda silang (x) pada jawaban yang ada. Setiap pertanyaan mengharap hanya satu jawaban saja.

- Umur : (A) <25 (B) 25 – 35
(C) 35 – 45 (D) >45
- Jenis Kelamin : (A) Pria (B) Wanita
- Pendidikan Terakhir : (A) D3 (B) S1
(C) S2 (D) S3
(E) Lainnya.....
- Nama KAP :
- Lama bekerja di KAP : (A) < 1th (B) 1 – 5 th (C) > 5 th
- Posisi dalam KAP : (A) Junior (B) Senior

Tekanan Etis
(Shafer, 2002)

Lingkari jawaban mengenai tekanan etis yang anda rasakan dalam perusahaan. Nilai terendah (poin 1) bila anda menjawab sangat tidak sering sekali, sampai nilai tertinggi (poin 7) bila anda menjawab sangat sering sekali.

No	Pertanyaan	Sangat Tidak Sering Sekali	Tidak Sering Sekali	Tidak Sering	Ragu - Ragu	Sering	Sering Sekali	Sangat Sering Sekali
1	Melawan kepentingan masyarakat umum demi melindungi organisasi anda (KAP tempat anda bekerja).	1	2	3	4	5	6	7
2	Melakukan hal yang tidak anda anggap benar demi terpenuhinya tujuan yang ditetapkan pimpinan anda.	1	2	3	4	5	6	7
3	Melawan kepentingan klien anda demi melindungi pimpinan anda.	1	2	3	4	5	6	7
4	Mematuhi permintaan langsung dari pimpinan anda meskipun menurut anda secara moral hal tersebut tidak dapat dibenarkan.	1	2	3	4	5	6	7

Konflik Organisasional – Profesional
(Aranya dan Ferris, 1984 dan Shafer, 2002)

Lingkari jawaban mengenai konflik organisasional – profesional yang anda rasakan dalam perusahaan. Nilai terendah (poin 1) bila anda menjawab sangat tidak setuju sekali, sampai nilai tertinggi (poin 7) bila anda menjawab sangat setuju sekali.

No	Pertanyaan	Sangat Tidak Setuju Sekali	Tidak Setuju Sekali	Tidak Setuju	Ragu - Ragu	Setuju	Setuju Sekali	Sangat Setuju Sekali
1	Saat ini situasi pekerjaan anda memberikan anda kesempatan untuk bebas mengekspresikan diri anda sebagai seorang profesional.	1	2	3	4	5	6	7
2	Dalam organisasi anda (KAP tempat anda bekerja), terdapat konflik antara standar dan prosedur kerja dari organisasi dengan kemampuan anda untuk bertindak sesuai dengan penilaian profesional anda.	1	2	3	4	5	6	7
3	Kadang – kadang anda harus memilih antara mengikuti standar profesional atau melakukan apa yang terbaik bagi organisasi (KAP tempat anda bekerja).	1	2	3	4	5	6	7

Kepuasan Kerja

(Brayfield dan Rothe, 1951 dalam Shafer, 2002)

Lingkari jawaban mengenai kepuasan kerja yang anda rasakan dalam perusahaan. Nilai terendah (poin 1) bila anda menjawab sangat tidak setuju sekali, sampai nilai tertinggi (poin 7) bila anda menjawab sangat setuju sekali.

No	Pertanyaan	Sangat Tidak Setuju Sekali	Tidak Setuju Sekali	Tidak Setuju	Ragu - Ragu	Setuju	Setuju Sekali	Sangat Setuju Sekali
1	Sepertinya rekan – rekan kerja anda lebih tertarik kepada pekerjaan mereka daripada tertarik dengan anda.	1	2	3	4	5	6	7
2	Anda merasa hampir terpuaskan dengan pekerjaan anda saat ini.	1	2	3	4	5	6	7
3	Anda sangat tidak menyukai pekerjaan anda.	1	2	3	4	5	6	7
4	Anda merasa bahwa anda lebih bahagia pada pekerjaan anda dibanding rekan anda yang lain.	1	2	3	4	5	6	7
5	Hampir setiap hari anda antusias terhadap pekerjaan anda.	1	2	3	4	5	6	7
6	Anda menyukai pekerjaan anda lebih dari rata – rata pekerja yang lain.	1	2	3	4	5	6	7
7	Anda menemukan kebahagiaan yang sesungguhnya pada pekerjaan anda.	1	2	3	4	5	6	7

Keinginan Berpindah

(Kalbers dan Fogarty, 1995)

Lingkari jawaban mengenai keinginan berpindah yang anda rasakan dalam perusahaan. Nilai terendah (poin 1) bila anda menjawab sangat tidak setuju sekali, sampai nilai tertinggi (poin 7) bila anda menjawab sangat setuju sekali.

No	Pertanyaan	Sangat Tidak Setuju Sekali	Tidak Setuju Sekali	Tidak Setuju	Ragu - Ragu	Setuju	Setuju Sekali	Sangat Setuju Sekali
1	Anda akan dengan sukarela meninggalkan organisasi dalam jangka waktu 3 tahun mendatang.	1	2	3	4	5	6	7
2	Anda akan dengan sukarela meninggalkan perusahaan tempat anda bekerja dalam jangka waktu kurang dari 6 tahun kedepan.	1	2	3	4	5	6	7