





**LAMPIRAN 1**

**KUESIONER PENELITIAN**

### Kuesioner Penelitian

Kuesioner ini dibuat semata-mata untuk maksud penelitian dengan judul **“Pengaruh Kepuasan Kerja terhadap *Turnover Intentions* Akuntan dengan *Hedonic Utility* sebagai Variabel Moderasi Pada Kantor Akuntan Publik di Semarang”** dan bukan untuk maksud evaluasi atau penilaian. Semua informasi yang diperoleh akan disimpan kerahasiaannya.

#### Identitan Responden

1. N a m a : .....
2. Umur : .....
3. Jenis kelamin : Pria / Wanita
4. Status perkawinan : Kawin / Belum kawin / Cerai Anak: .....
5. Lama bekerja : .....
6. Status pekerjaan : Senior / Junior / Rekan
7. Kisaran gaji awal : (pilih salah satu)
  - A. < Rp.1.000.000
  - B. Rp.1.000.000 - Rp.2.000.000
  - C. Rp.2.100.000 - Rp.3.000.000
  - D. Rp.3.100.000 – Rp.4.000.000
  - E. >Rp.4.000.000
8. Kisaran gaji sekarang : (pilih salah satu)
  - A. < Rp.1.000.000
  - B. Rp.1.000.000 - Rp.2.000.000
  - C. Rp.2.100.000 - Rp.3.000.000
  - D. Rp.3.100.000 – Rp.4.000.000
  - E. >Rp.4.000.000
9. Pendidikan terakhir : .....

#### Petunjuk Pengisian.

1. Mohon bantuan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan bertanggung jawab.
2. Berilah tanda check atau centang pada kolom yang tersedia dan pilih sesuai dengan jawaban atau keadaan yang sebenarnya.
3. Keterangan :

STS = sangat tidak setuju

TS = tidak setuju

R = ragu-ragu

S = setuju

SS = sangat setuju

## Kuesioner Kepuasan Kerja (Witasari, 2009)

### Pekerjaan itu sendiri

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Pekerjaan saya sangat menarik					
2.	Saya merasa senang dengan kesempatan untuk belajar hal-hal baru dalam pekerjaan saya					
3.	Saya merasa sesuai dengan tingkat tanggung jawab dalam pekerjaan saya					
4.	Saya merasa sedikit mencapai keberhasilan dalam pekerjaan saya					
5.	Saya puas dengan pekerjaan saya, karena saya dapat membuat kemajuan di sini					

### Gaji

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Saya puas dengan gaji yang saya terima untuk tanggung jawab pekerjaan saya					
2.	Saya puas dengan tunjangan yang diberikan perusahaan kepada saya					
3.	Perusahaan memberikan gaji dan tunjangan lebih baik daripada pesaing					
4.	Saya merasa usaha saya tidak diberikan imbalan yang seharusnya saya terima					
5.	Kenaikan gaji jarang dilakukan pada perusahaan ini					

### Kesempatan Promosi

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Saya puas dengan tingkat kemajuan saya pada perusahaan ini					
2.	Saya puas dengan patokan yang digunakan untuk promosi dalam perusahaan saya					
3.	Saya puas dengan kesempatan untuk memperoleh promosi kenaikan jabatan					
4.	Promosi terjadi di perusahaan tempat saya bekerja					
5.	Saya tidak puas dengan kesempatan untuk memperoleh promosi kenaikan gaji					

### Rekan Kerja

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Saya puas dengan tim kerja saya					
2.	Saya menikmati bekerja dengan teman-teman di sini					
3.	Teman-teman kerja saya sanga kooperatif					
4.	Orang yang bekerja dengan saya selalu memberikan dukungan pada saya					
5.	Saya sering merasa dikucilkan oleh rekan kerja saya					

### Supervisi

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Para supervisor tempat saya bekerja selalu memberikan dukungan terhadap saya					
2.	Para supervisor tempat saya bekerja memiliki motivasi yang tinggi					
3.	Para supervisor tempat saya bekerja selalu memberikan kebebasan terhadap saya dalam mengambil keputusan yang bertanggung jawab					
4.	Para supervisor tempat saya bekerja tidak pernah mau mendengarkan saya					
5.	Para supervisor tempat saya bekerja selalu bersikap adil dan jujur terhadap karyawan					

### Kuesioner Turnover Intentions (Witasari, 2009)

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
1.	Saya sering berfikir untuk keluar					
2.	Saya mungkin akan mencari alternatif pekerjaan yang lain					
3.	Saya mungkin akan meninggalkan perusahaan ini dalam waktu dekat					
4.	Saya mungkin akan keluar dari perusahaan ini apabila ada kesempatan yang lebih baik					
5.	Saya akan keluar dari perusahaan ini apabila ada tawaran dari perusahaan lain yang memberi gaji lebih besar					

### Kuesioner Hedonic Utility (Stone, Bryant, Wier, 2010)

No	Pernyataan	SKALA JAWABAN				
		STS	TS	R	S	SS
	<b>Kognitif</b>					
1.	Hidup saya mendekati ideal					
2.	Saya tidak ingin merubah apa-apa dalam hidup saya					
3.	Saya sangat puas dengan hidup saya					
4.	Kondisi hidup saya sangat baik					
5.	Saya sudah memperoleh hal terpenting yang saya ingin dalam hidup					
	<b>Afektif</b>					
1.	Saya merasa penting					
2.	Terkadang saya merasa sangat bersemangat dan meluap-luap					
3.	Saya memiliki energi dan semangat					
4.	Saya melihat ke depan untuk setiap hari baru					
5.	Saya selalu merasa siap					
6.	Saya merasa berenergi					



## **LAMPIRAN 2**

# **SAMPEL PENELITIAN**

<b>Nama Kap</b>	<b>Gender</b>	<b>Usia</b>	<b>Pendidikan</b>	<b>Lama Kerja</b>
KAP Benny, Tony, Frans, Daniel	Laki-Laki	35	S1	3.00
KAP Benny, Tony, Frans, Daniel	Laki-Laki	30	S1	2.00
KAP Ahmad Rasyid, Hisbullah, Jerry	Perempuan	21	S1	1.00
KAP Ahmad Rasyid, Hisbullah, Jerry	Perempuan	21	S1	1.00
KAP Ahmad Rasyid, Hisbullah, Jerry	Perempuan	24	S1	1.00
KAP Ahmad Rasyid, Hisbullah, Jerry	Perempuan	21	S1	2.00
KAP Yulianti	Laki-Laki	23	S1	1.00
KAP Yulianti	Perempuan	20	D3	.20
KAP Yulianti	Perempuan	23	S1	.50
KAP Darsono&Budi Cahyo Santoso	Perempuan	25	D3	2.50
KAP Darsono&Budi Cahyo Santoso	Perempuan	30	D3	5.00
KAP Tahrir Hidayat	Perempuan	30	S1	3.00
KAP Tahrir Hidayat	Laki-Laki	25	S1	1.00
KAP Tahrir Hidayat	Laki-Laki	36	D3	2.00
KAP Suhartati	Laki-Laki	62	S1	7.00
KAP Suhartati	Laki-Laki	45	S1	7.00
KAP Suhartati	Laki-Laki	63	S1	5.00
KAP Suhartati	Laki-Laki	66	S1	5.00
KAP Suhartati	Laki-Laki	66	S2	10.00
KAP Suhartati	Laki-Laki	65	S1	5.00
KAP Bayudi Watu	Perempuan	23	S1	1.00
KAP Bayudi Watu	Laki-Laki	25	S1	1.00
KAP Bayudi Watu	Laki-Laki	22	S1	1.00
KAP Bayudi Watu	Perempuan	23	S1	2.50
KAP Bayudi Watu	Perempuan	23	S1	1.00
KAP Soekamto	Perempuan	27	S1	2.00
KAP Soekamto	Perempuan	33	S1	3.00
KAP Soekamto	Perempuan	25	S1	1.00
KAP Idjang Soetikno	Perempuan	24	D3	2.00
KAP Idjang Soetikno	Perempuan	24	S1	.60
KAP Idjang Soetikno	Perempuan	24	D3	2.00
KAP Idjang Soetikno	Perempuan	25	S1	2.00
KAP Idjang Soetikno	Perempuan	28	S1	1.00
KAP Ngurah Arya	Perempuan	30	D3	2.00
KAP Ngurah Arya	Perempuan	30	D3	2.00
KAP Ngurah Arya	Laki-Laki	25	D3	1.00
KAP Ngurah Arya	Perempuan	27	S1	1.00
KAP Ngurah Arya	Laki-Laki	29	S1	1.00
KAP Sugeng Pamudji	Perempuan	35	S1	7.00

KAP Sugeng Pamudji	Laki-Laki	29	S2	5.00
KAP Sugeng Pamudji	Laki-Laki	32	S1	7.00

Jabatan	Status	Tanggungan	Gaji Awal	Gaji Sekarang
Senior	Blm Kawin	.00	1jt-2jt	3,1jt-4jt
Junior	Blm Kawin	.00	1jt-2jt	2,1jt-3jt
Junior	Blm Kawin	.00	<1jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Senior	Kawin	2.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Kawin	2.00	1jt-2jt	1jt-2jt
Senior	Kawin	4.00	3,1jt-4jt	3,1jt-4jt
Senior	Kawin	3.00	3,1jt-4jt	3,1jt-4jt
Senior	Kawin	4.00	3,1jt-4jt	3,1jt-4jt
Senior	Kawin	3.00	<4jt	>4jt
Partner	Kawin	3.00	<4jt	>4jt
Senior	Kawin	3.00	3,1jt-4jt	3,1jt-4jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	2,1jt-3jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	2,1jt-3jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Blm Kawin	.00	<1jt	<1jt
Junior	Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	<1jt



Junior	Blm Kawin	.00	1jt-2jt	1jt-2jt
Junior	Blm Kawin	.00	<1jt	1jt-2jt
Manajer	Kawin	3.00	1jt-2jt	>4jt
Senior	Kawin	2.00	2,1jt-3jt	>4jt
Senior	Kawin	1.00	1jt-2jt	>4jt

HuK 1	HuK 2	HuK 3	HuK 4	HuK 5	HuA 1	HuA 2	HuA 3	HuA 4	HuA 5	HuA 6
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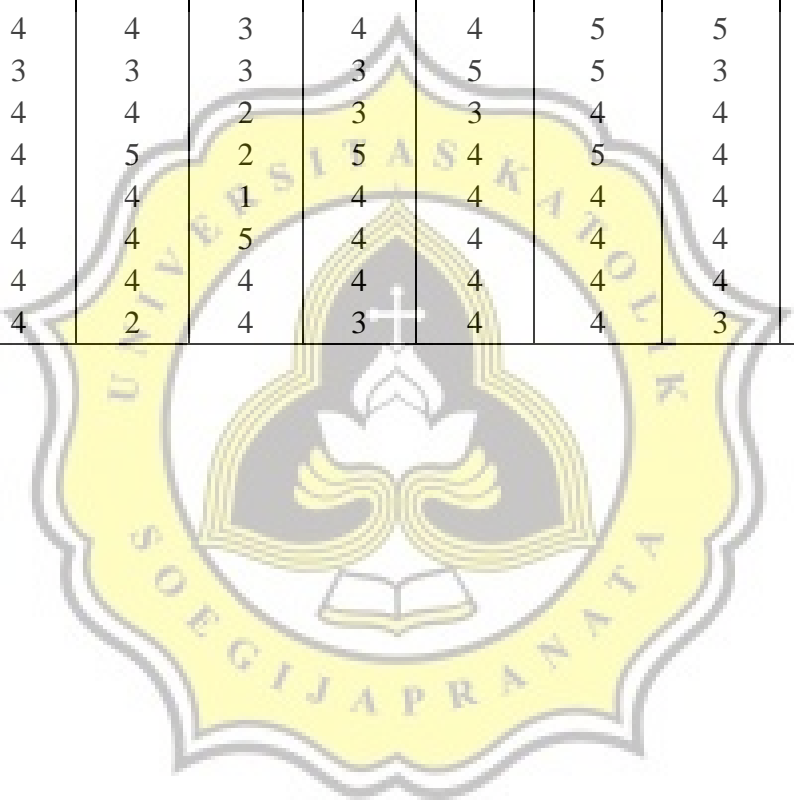
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**LAMPIRAN 3**  
**STATISTIK DESKRIPTIF**



**Descriptive Statistics**

	N	Range	Min.	Max.	Mean	Std. Deviation	Variance
HU_TOTAL	41	19.00	28.00	47.00	35.9756	4.32717	18.724
TURNOVER INTENTIONS TOTAL	41	19.00	6.00	25.00	16.9268	4.63352	21.470
KEPUASAN PEKERJAAN TOTAL	41	6.00	15.00	21.00	18.2927	1.56914	2.462
KEPUASAN GAJI TOTAL	41	11.00	3.00	14.00	10.4634	2.41969	5.855
KEPUASAN PROMOSI TOTAL	41	13.00	6.00	19.00	14.4634	2.80266	7.855
KEPUASAN SUPERVISI TOTAL	41	10.00	15.00	25.00	19.0732	1.97978	3.920
KEPUASAN REKAN TOTAL	41	8.00	12.00	20.00	15.6585	1.83861	3.380
Valid N (listwise)	41						

**a. Jenis kelamin**

**HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL  
KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Jenis Kelamin**

Jenis Kelamin		HU_TOT L	TURN OVER INTENTIONS TOTAL	KEPUAS AN PEKERJAAN TOTAL	KEPUAS AN GAJI TOTAL	KEPUAS AN PROMOSI TOTAL	KEPUAS AN SUPERVISI TOTAL	KEPUAS AN REKAN TOTAL
Perem puan	Mean	36.3750	17.0000	18.2917	10.0000	13.9167	19.1250	16.0833
	N	24	24	24	24	24	24	24
	Std. Deviation	4.49940	4.82746	1.73153	2.82843	3.22917	2.17321	1.93181
Laki- Laki	Mean	35.4118	16.8235	18.2941	11.1176	15.2353	19.0000	15.0588
	N	17	17	17	17	17	17	17
	Std. Deviation	4.13912	4.48937	1.35852	1.53632	1.88843	1.73205	1.56007
Total	Mean	35.9756	16.9268	18.2927	10.4634	14.4634	19.0732	15.6585
	N	41	41	41	41	41	41	41
	Std. Deviation	4.32717	4.63352	1.56914	2.41969	2.80266	1.97978	1.83861

**b. Jabatan**

**HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL  
KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Jabatan**

Jabatan		HU_TOT L	TOI TOTAL	KEP. PEKERJAAN TOTAL	KEPUAS AN GAJI TOTAL	KEP. PROMOSI TOTAL	KEP. SUPERVISI TOTAL	KEP. REKAN TOTAL
Junior	Mean	36.7667	17.5000	18.1000	10.0667	14.1667	18.7333	15.4333
	N	30	30	30	30	30	30	30
	Std. Deviation	4.59147	4.40806	1.60495	2.67728	3.08593	2.09981	2.02882
Senior	Mean	33.6667	16.0000	18.6667	11.5556	15.1111	19.8889	16.2222
	N	9	9	9	9	9	9	9
	Std. Deviation	2.59808	4.71699	1.50000	1.01379	1.83333	1.36423	1.09291
Manaj er	Mean	37.0000	7.0000	20.0000	11.0000	16.0000	21.0000	17.0000
	N	1	1	1	1	1	1	1
	Std. Deviation	.	.	.	.	.	.	.
Partne r	Mean	32.0000	18.0000	19.0000	12.0000	16.0000	20.0000	16.0000
	N	1	1	1	1	1	1	1
	Std. Deviation	.	.	.	.	.	.	.
Total	Mean	35.9756	16.9268	18.2927	10.4634	14.4634	19.0732	15.6585
	N	41	41	41	41	41	41	41
	Std. Deviation	4.32717	4.63352	1.56914	2.41969	2.80266	1.97978	1.83861

**c. Status**

**HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL  
KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Status**

Status		HU_TOT L	TURN OVER INTENTIONS	KEPUAS AN PEKERJAAN	KEPUAS AN GAJI	KEPUAS AN PROMOSI	KEPUAS AN SUPERVISI	KEPUAS AN REKAN
Blm Kawin	Mean	36.3793	16.9655	18.1724	10.0000	14.0000	18.8276	15.5517
	N	29	29	29	29	29	29	29
	Std. Deviation	4.34588	4.53150	1.67052	2.68594	3.03550	2.20501	2.09738
Kawin	Mean	35.0000	16.8333	18.5833	11.5833	15.5833	19.6667	15.9167
	N	12	12	12	12	12	12	12
	Std. Deviation	4.30644	5.07818	1.31137	.99620	1.78164	1.15470	.99620
Total	Mean	35.9756	16.9268	18.2927	10.4634	14.4634	19.0732	15.6585
	N	41	41	41	41	41	41	41
	Std. Deviation	4.32717	4.63352	1.56914	2.41969	2.80266	1.97978	1.83861

### d. Lama kerja

HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Lama Kerja

Lama Kerja	HU_TOTAL	TURNOVER INTENTIONS	KEPUASAN PEKERJAAN	KEPUASAN GAJI	KEPUASAN PROMOSI	KEPUASAN SUPERVISI	KEPUASAN REKAN
<1th	Mean N Std. Deviation	20.0000 3 5.00000	18.6667 3 3.21455	7.0000 3 3.46410	11.3333 3 3.78594	21.0000 3 3.60555	16.6667 3 3.51188
1-5th	Mean N Std. Deviation	16.8182 33 4.59248	18.2424 33 1.39262	10.6667 33 2.25924	14.5758 33 2.68130	18.8182 33 1.82782	15.5455 33 1.78695
>5th	Mean N Std. Deviation	15.8000 5 4.96991	18.4000 5 1.94936	11.2000 5 1.30384	15.6000 5 2.19089	19.6000 5 1.51658	15.8000 5 1.09545
Total	Mean N Std. Deviation	16.9268 41 4.63352	18.2927 41 1.56914	10.4634 41 2.41969	14.4634 41 2.80266	19.0732 41 1.97978	15.6585 41 1.83861

### e. Pendidikan

HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Pendidikan

Pendidikan	HU_TOTAL	TURNOVER INTENTIONS	KEPUASAN PEKERJAAN	KEPUASAN GAJI	KEPUASAN PROMOSI	KEPUASAN SUPERVISI	KEPUASAN REKAN
D3	Mean N Std. Deviation	19.5556 9 2.06828	17.7778 9 1.30171	10.1111 9 2.36878	15.1111 9 2.14735	18.2222 9 1.56347	15.4444 9 1.50923
S1	Mean N Std. Deviation	16.4667 30 4.39435	18.3667 30 1.65015	10.4667 30 2.51524	14.1667 30 3.02955	19.2333 30 2.07918	15.6667 30 1.98847
S2	Mean N Std. Deviation	12.0000 2 2.12132	19.5000 2 8.48528	12.0000 2 .00000	16.0000 2 .00000	20.5000 2 .70711	16.5000 2 .70711
Total	Mean N Std. Deviation	16.9268 41 4.63352	18.2927 41 1.56914	10.4634 41 2.41969	14.4634 41 2.80266	19.0732 41 1.97978	15.6585 41 1.83861

### f. Usia

HU\_TOTAL TURNOVER INTENTIONS TOTAL KEPUASAN PEKERJAAN TOTAL KEPUASAN GAJI TOTAL KEPUASAN PROMOSI TOTAL KEPUASAN SUPERVISI TOTAL KEPUASAN REKAN TOTAL \* Usia

Usia	HU_TOTAL	TURNOVER INTENTIONS TOTAL	KEPUASAN PEKERJAAN TOTAL	KEPUASAN GAJI TOTAL	KEPUASAN PROMOSI TOTAL	KEPUASAN SUPERVISI TOTAL	KEPUASAN REKAN TOTAL
<21	Mean N Std. Deviation	15.0000 1 .	15.0000 1 .	9.0000 1 .	13.0000 1 .	18.0000 1 .	13.0000 1 .
21-30	Mean N Std. Deviation	17.4483 29 4.30517	18.2069 29 1.52079	10.1034 29 2.71694	14.2414 29 3.11282	18.8276 29 2.15587	15.6552 29 2.02265
31-40	Mean N Std. Deviation	12.8000 5 5.44977	18.6000 5 2.19089	11.0000 5 1.22474	14.2000 5 2.04939	19.6000 5 2.07364	15.8000 5 1.78885
41-50	Mean N Std. Deviation	19.0000 1 .	19.0000 1 .	12.0000 1 .	18.0000 1 .	20.0000 1 .	16.0000 1 .
>60	Mean N Std. Deviation	18.0000 5 .00000	19.0000 5 .00000	12.0000 5 .00000	15.6000 5 .89443	20.0000 5 .00000	16.0000 5 .00000
Total	Mean N Std. Deviation	16.9268 41 4.63352	18.2927 41 1.56914	10.4634 41 2.41969	14.4634 41 2.80266	19.0732 41 1.97978	15.6585 41 1.83861





**LAMPIRAN 4**  
**UJI VALIDITAS**

#### 4a. Hedonic Utility Kognitif

Correlations

		HU_K_1	HU_K_2	HU_K_3	HU_K_4	HU_K_5	HU_K_TOTAL
HU_K_1	Pearson Correlation	1	.274	.404*	.353*	.317*	.600**
	Sig. (2-tailed)		.083	.009	.024	.044	.000
	N	41	41	41	41	41	41
HU_K_2	Pearson Correlation	.274	1	.517*	.201	.486**	.758*
	Sig. (2-tailed)	.083		.001	.208	.001	.000
	N	41	41	41	41	41	41
HU_K_3	Pearson Correlation	.404*	.517*	1	.393	.487**	.800**
	Sig. (2-tailed)	.009	.001		.011	.001	.000
	N	41	41	41	41	41	41
HU_K_4	Pearson Correlation	.353*	.201	.393	1	.333	.598*
	Sig. (2-tailed)	.024	.208	.011		.033	.000
	N	41	41	41	41	41	41
HU_K_5	Pearson Correlation	.317*	.486**	.487**	.333	1	.763**
	Sig. (2-tailed)	.044	.001	.001	.033		.000
	N	41	41	41	41	41	41
HU_K_T OTAL	Pearson Correlation	.600**	.758*	.800**	.598*	.763**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41

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

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

#### 4b. Hedonic Utility Afektif

Correlations

		HU_A1	HU_A2	HU_A3	HU_A4	HU_A5	HU_A6	HU_A_TO TAL
HU_A1	Pearson	1	.275	.178	.174	-.047	.096	.615**
	Correlation							
	Sig. (2-tailed)		.082	.267	.277	.769	.551	.000
	N	41	41	41	41	41	41	41
HU_A2	Pearson	.275	1	-.169	-.230	-.010	.000	.237
	Correlation							
	Sig. (2-tailed)	.082		.291	.148	.952	1.000	.131
	N	41	41	41	41	41	41	41
HU_A3	Pearson	.178	-.169	1	.619**	.435**	.463**	.671**
	Correlation							
	Sig. (2-tailed)	.267	.291		.000	.005	.002	.000
	N	41	41	41	41	41	41	41
HU_A4	Pearson	.174	-.230	.619**	1	.389*	.223	.584**
	Correlation							
	Sig. (2-tailed)	.277	.148	.000		.012	.162	.000
	N	41	41	41	41	41	41	41
HU_A5	Pearson	-.047	-.010	.435**	.389*	1	.548**	.586**
	Correlation							
	Sig. (2-tailed)	.769	.952	.005	.012		.000	.000
	N	41	41	41	41	41	41	41
HU_A6	Pearson	.096	.000	.463**	.223	.548**	1	.604**
	Correlation							
	Sig. (2-tailed)	.551	1.000	.002	.162	.000		.000
	N	41	41	41	41	41	41	41
HU_A_T OTAL	Pearson	.615**	.237	.671**	.584**	.586**	.604**	1
	Correlation							
	Sig. (2-tailed)	.000	.131	.000	.000	.000	.000	
	N	41	41	41	41	41	41	41

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

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

#### 4c. Turnover Intentions

		Correlations					TURNOVER INTENTIONS TOTAL
		TURNOV1	TURNOV2	TURNOV3	TURNOV4	TURNOV5	
TURNOV 1	Pearson Correlation	1	.787**	.833**	.757**	.868**	.944**
	Sig. (2-tailed)		.000	.000	.000	.000	.000
	N	41	41	41	41	41	41
TURNOV 2	Pearson Correlation	.787**	1	.729**	.708**	.805**	.896**
	Sig. (2-tailed)	.000		.000	.000	.000	.000
	N	41	41	41	41	41	41
TURNOV 3	Pearson Correlation	.833**	.729**	1	.598**	.772**	.879**
	Sig. (2-tailed)	.000	.000		.000	.000	.000
	N	41	41	41	41	41	41
TURNOV 4	Pearson Correlation	.757**	.708**	.598**	1	.812**	.847**
	Sig. (2-tailed)	.000	.000	.000		.000	.000
	N	41	41	41	41	41	41
TURNOV 5	Pearson Correlation	.868**	.805**	.772**	.812**	1	.943**
	Sig. (2-tailed)	.000	.000	.000	.000		.000
	N	41	41	41	41	41	41
TURNOVER INTENTIONS TOTAL	Pearson Correlation	.944**	.896**	.879**	.847**	.943**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41

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

#### 4d. Kepuasan Atas Pekerjaan

		Correlations					KEPUASAN PEKERJAAN TOTAL
		KP_PEK1	KP_PEK2	KP_PEK3	KP_PEK4	KP_PEK5	
KP_PEK1	Pearson Correlation	1	.449	.600	-.122	.465	.627
	Sig. (2-tailed)		.003	.000	.448	.002	.000
	N	41	41	41	41	41	41
KP_PEK2	Pearson Correlation	.449	1	.610	-.060	.212	.547
	Sig. (2-tailed)	.003		.000	.711	.183	.000
	N	41	41	41	41	41	41
KP_PEK3	Pearson Correlation	.600	.610	1	.024	.241	.670
	Sig. (2-tailed)	.000	.000		.883	.128	.000
	N	41	41	41	41	41	41
KP_PEK4	Pearson Correlation	-.122	-.060	.024	1	-.108	.543
	Sig. (2-tailed)	.448	.711	.883		.502	.000
	N	41	41	41	41	41	41
KP_PEK5	Pearson Correlation	.465	.212	.241	-.108	1	.529
	Sig. (2-tailed)	.002	.183	.128	.502		.000
	N	41	41	41	41	41	41
KEPUASAN PEKERJAAN TOTAL	Pearson Correlation	.627	.547	.670	.543	.529	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41

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

#### 4e. Kepuasan Atas Gaji

		Correlations					KEPUASAN GAJI TOTAL
		KP_G1	KP_G2	KP_G3	KP_G4	KP_G5	
KP_G1	Pearson Correlation	1	.711**	.567**	-.076	-.067	.836**
	Sig. (2-tailed)		.000	.000	.635	.677	.000
	N	41	41	41	41	41	41
KP_G2	Pearson Correlation	.711**	1	.680**	-.328	-.432**	.663**
	Sig. (2-tailed)	.000		.000	.036	.005	.000
	N	41	41	41	41	41	41
KP_G3	Pearson Correlation	.567**	.680**	1	-.166	-.421**	.653**
	Sig. (2-tailed)	.000	.000		.301	.006	.000
	N	41	41	41	41	41	41
KP_G4	Pearson Correlation	-.076	-.328	-.166	1	.246	.260
	Sig. (2-tailed)	.635	.036	.301		.121	.101
	N	41	41	41	41	41	41
KP_G5	Pearson Correlation	-.067	-.432**	-.421**	.246	1	.121
	Sig. (2-tailed)	.677	.005	.006	.121		.451
	N	41	41	41	41	41	41
KEPUASA N GAJI TOTAL	Pearson Correlation	.836**	.663**	.653**	.260	.121	1
	Sig. (2-tailed)	.000	.000	.000	.101	.451	
	N	41	41	41	41	41	41

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

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

#### 4f. Kepuasan Atas Promosi

		Correlations					KEPUASAN PROMOSI TOTAL
		KP_PROM 1	KP_PROM 2	KP_PROM 3	KP_PROM 4	KP_PROM 5	
KP_PR OM1	Pearson Correlation	1	.621**	.441**	.500**	.241	.734**
	Sig. (2-tailed)		.000	.004	.001	.128	.000
	N	41	41	41	41	41	41
KP_PR OM2	Pearson Correlation	.621**	1	.725**	.586**	.166	.850**
	Sig. (2-tailed)	.000		.000	.000	.300	.000
	N	41	41	41	41	41	41
KP_PR OM3	Pearson Correlation	.441**	.725**	1	.678**	.078	.812**
	Sig. (2-tailed)	.004	.000		.000	.628	.000
	N	41	41	41	41	41	41
KP_PR OM4	Pearson Correlation	.500**	.586**	.678**	1	.042	.765**
	Sig. (2-tailed)	.001	.000	.000		.792	.000
	N	41	41	41	41	41	41
KP_PR OM5	Pearson Correlation	.241	.166	.078	.042	1	.258**
	Sig. (2-tailed)	.128	.300	.628	.792		.103
	N	41	41	41	41	41	41
KEPUA SAN PROM OSI TOTAL	Pearson Correlation	.734**	.850**	.812**	.765**	.258**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.103	
	N	41	41	41	41	41	41

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

#### 4g. Kepuasan Atas Supervisi

**Correlations**

		KP_SPVS1	KP_SPVS2	KP_SPVS3	KP_SPVS4	KP_SPVS5	KEPUASAN SUPERVISI TOTAL
KP_SP VS1	Pearson Correlation	1	.628**	.300	-.137	.573**	.576**
	Sig. (2-tailed)		.000	.056	.392	.000	.000
	N	41	41	41	41	41	41
KP_SP VS2	Pearson Correlation	.628**	1	.350*	.320*	.530**	.790**
	Sig. (2-tailed)	.000		.025	.042	.000	.000
	N	41	41	41	41	41	41
KP_SP VS3	Pearson Correlation	.300	.350*	1	.090	.651**	.669**
	Sig. (2-tailed)	.056	.025		.578	.000	.000
	N	41	41	41	41	41	41
KP_SP VS4	Pearson Correlation	-.137	.320*	.090	1	.018	.568**
	Sig. (2-tailed)	.392	.042	.578		.911	.000
	N	41	41	41	41	41	41
KP_SP VS5	Pearson Correlation	.573**	.530**	.651**	.018	1	.726**
	Sig. (2-tailed)	.000	.000	.000	.911		.000
	N	41	41	41	41	41	41
KEPUASAN SUPERVISI TOTAL	Pearson Correlation	.576**	.790**	.669**	.568**	.726**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	
	N	41	41	41	41	41	41

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

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

#### 4h. Kepuasan Atas Rekan Kerja

**Correlations**

		KP_RK1	KP_RK2	KP_RK3	KP_RK4	KP_RK5	KEPUASAN REKAN TOTAL
KP_RK1	Pearson Correlation	1	.100	-.019	.065	-.092	.235*
	Sig. (2-tailed)		.533	.904	.686	.567	.132
	N	41	41	41	41	41	41
KP_RK2	Pearson Correlation	.100	1	.278	.617**	.122	.604**
	Sig. (2-tailed)	.533		.079	.000	.448	.000
	N	41	41	41	41	41	41
KP_RK3	Pearson Correlation	-.019	.278	1	.576**	.165	.588**
	Sig. (2-tailed)	.904	.079		.000	.301	.000
	N	41	41	41	41	41	41
KP_RK4	Pearson Correlation	.065	.617**	.576**	1	.029	.609**
	Sig. (2-tailed)	.686	.000	.000		.857	.000
	N	41	41	41	41	41	41
KP_RK5	Pearson Correlation	-.092	.122	.165	.029	1	.666**
	Sig. (2-tailed)	.567	.448	.301	.857		.000
	N	41	41	41	41	41	41
KEPUASAN REKAN TOTAL	Pearson Correlation	.235*	.604**	.588**	.609**	.666**	1
	Sig. (2-tailed)	.132	.000	.000	.000	.000	
	N	41	41	41	41	41	41

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

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



**LAMPIRAN 5**  
**UJI RELIABILITAS**

## 5a. Hedonic Utility Kognitif

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.747	5

**Item Statistics**

	Mean	Std. Deviation	N
HU_K_1	3.73	.742	41
HU_K_2	2.68	1.293	41
HU_K_3	3.34	1.063	41
HU_K_4	3.46	.869	41
HU_K_5	3.22	1.107	41

**Inter-Item Correlation Matrix**

	HU_K_1	HU_K_2	HU_K_3	HU_K_4	HU_K_5
HU_K_1	1.000	.274	.404	.353	.317
HU_K_2	.274	1.000	.517	.201	.486
HU_K_3	.404	.517	1.000	.393	.487
HU_K_4	.353	.201	.393	1.000	.333
HU_K_5	.317	.486	.487	.333	1.000

## 5b. Hedonic Utility Afektif

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.626	5

**Item Statistics**

	Mean	Std. Deviation	N
HU_A1	3.49	.952	41
HU_A3	4.00	.592	41
HU_A4	4.15	.615	41
HU_A5	3.90	.583	41
HU_A6	4.00	.548	41

**Inter-Item Correlation Matrix**

	HU_A1	HU_A3	HU_A4	HU_A5	HU_A6
HU_A1	1.000	.178	.174	-.047	.096
HU_A3	.178	1.000	.619	.435	.463
HU_A4	.174	.619	1.000	.389	.223
HU_A5	-.047	.435	.389	1.000	.548
HU_A6	.096	.463	.223	.548	1.000



### 5c. Turnover Intentions

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.942	5

**Item Statistics**

	Mean	Std. Deviation	N
TURNOV1	3.12	1.077	41
TURNOV2	3.37	1.067	41
TURNOV3	3.22	1.084	41
TURNOV4	3.71	.873	41
TURNOV5	3.51	1.028	41

**Inter-Item Correlation Matrix**

	TURNOV1	TURNOV2	TURNOV3	TURNOV4	TURNOV5
TURNOV1	1.000	.787	.833	.757	.868
TURNOV2	.787	1.000	.729	.708	.805
TURNOV3	.833	.729	1.000	.598	.772
TURNOV4	.757	.708	.598	1.000	.812
TURNOV5	.868	.805	.772	.812	1.000

### 5d. Kepuasan atas Pekerjaan

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

	Cronbach's Alpha Based on Standardized Items	N of Items
Cronbach's Alpha	.362	5

**Item Statistics**

	Mean	Std. Deviation	N
KP_PEK1	3.90	.436	41
KP_PEK2	3.93	.346	41
KP_PEK3	3.85	.422	41
KP_PEK4	2.73	.975	41
KP_PEK5	3.88	.557	41

**Inter-Item Correlation Matrix**

	KP_PEK1	KP_PEK2	KP_PEK3	KP_PEK4	KP_PEK5
KP_PEK1	1.000	.449	.600	-.122	.465
KP_PEK2	.449	1.000	.610	-.060	.212
KP_PEK3	.600	.610	1.000	.024	.241
KP_PEK4	-.122	-.060	.024	1.000	-.108
KP_PEK5	.465	.212	.241	-.108	1.000

## 5e. Kepuasan atas Gaji

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	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
	Alpha	Items	
	.844	.849	3

**Item Statistics**

	Mean	Std. Deviation	N
KP_G1	3.54	.809	41
KP_G2	3.51	1.075	41
KP_G3	3.41	.865	41

**Inter-Item Correlation Matrix**

	KP_G1	KP_G2	KP_G3
KP_G1	1.000	.711	.567
KP_G2	.711	1.000	.680
KP_G3	.567	.680	1.000

## 5f. Kepuasan atas Promosi

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	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
	Alpha	Items	
	.852	.853	4

**Item Statistics**

	Mean	Std. Deviation	N
KP_PROM1	3.88	.640	41
KP_PROM2	3.68	.907	41
KP_PROM3	3.49	.925	41
KP_PROM4	3.41	.865	41

**Inter-Item Correlation Matrix**

	KP_PROM1	KP_PROM2	KP_PROM3	KP_PROM4
KP_PROM1	1.000	.621	.441	.500
KP_PROM2	.621	1.000	.725	.586
KP_PROM3	.441	.725	1.000	.678
KP_PROM4	.500	.586	.678	1.000

## 5g. Kepuasan atas Supervisi

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha	N of Items
	Based on Standardized Items	
.586	.713	5

**Item Statistics**

	Mean	Std. Deviation	N
KP_SPVS1	4.00	.548	41
KP_SPVS2	3.90	.436	41
KP_SPVS3	3.93	.608	41
KP_SPVS4	3.39	.997	41
KP_SPVS5	3.85	.478	41

**Inter-Item Correlation Matrix**

	KP_SPVS1	KP_SPVS2	KP_SPVS3	KP_SPVS4	KP_SPVS5
KP_SPVS1	1.000	.628	.300	-.137	.573
KP_SPVS2	.628	1.000	.350	.320	.530
KP_SPVS3	.300	.350	1.000	.090	.651
KP_SPVS4	-.137	.320	.090	1.000	.018
KP_SPVS5	.573	.530	.651	.018	1.000

## 5h. Kepuasan atas Rekan Kerja

**Case Processing Summary**

		N	%
Cases	Valid	41	100.0
	Excluded <sup>a</sup>	0	.0
	Total	41	100.0

a. Listwise deletion based on all variables in the procedure.

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha	N of Items
	Based on Standardized Items	
.457	.629	4

**Item Statistics**

	Mean	Std. Deviation	N
KP_RK2	4.07	.519	41
KP_RK3	3.95	.545	41
KP_RK4	3.98	.474	41
KP_RK5	3.66	1.196	41

**Inter-Item Correlation Matrix**

	KP_RK2	KP_RK3	KP_RK4	KP_RK5
KP_RK2	1.000	.278	.617	.122
KP_RK3	.278	1.000	.576	.165
KP_RK4	.617	.576	1.000	.029
KP_RK5	.122	.165	.029	1.000



## **LAMPIRAN 6**

# **UJI ASUMSI KLASIK**

## 6a. Uji Normalitas

**One-Sample Kolmogorov-Smirnov Test**

		Unstandardized Residual
N		41
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	3.87745533
Most Extreme Differences	Absolute	.134
	Positive	.104
	Negative	-.134
Kolmogorov-Smirnov Z		.860
Asymp. Sig. (2-tailed)		.450

a. Test distribution is Normal.

b. Calculated from data.

## 6b. Uji Multikolinearitas

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN REKAN TOTAL, KEPUASAN GAJI TOTAL, HU_TOTAL, KEPUASAN PEKERJAAN TOTAL, KEPUASAN PROMOSI TOTAL, KEPUASAN SUPERVISI TOTAL		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.547 <sup>a</sup>	.300	.176	4.20569

a. Predictors: (Constant), KEPUASAN REKAN TOTAL, KEPUASAN GAJI TOTAL, HU\_TOTAL, KEPUASAN PEKERJAAN TOTAL, KEPUASAN PROMOSI TOTAL, KEPUASAN SUPERVISI TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.389	9.570		1.608	.117		
	HU_TOTAL	.283	.179	.264	1.581	.123	.737	1.356
	KEPUASAN PEKERJAAN TOTAL	-1.332	.581	-.451	-2.292	.028	.532	1.881
	KEPUASAN GAJI TOTAL	-.878	.387	-.458	-2.269	.030	.505	1.982
	KEPUASAN PROMOSI TOTAL	.775	.362	.469	2.142	.039	.430	2.327
	KEPUASAN SUPERVISI TOTAL	.311	.634	.133	.491	.627	.281	3.557
	KEPUASAN REKAN TOTAL	.496	.611	.197	.812	.423	.350	2.856

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

### 6c. Uji Heteroskedastisitas

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN REKAN TOTAL, KEPUASAN GAJI TOTAL, HU_TOTAL, KEPUASAN PEKERJAAN TOTAL, KEPUASAN PROMOSI TOTAL, KEPUASAN SUPERVISI TOTAL	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: Absut

**Model Summary<sup>b</sup>**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.525 <sup>a</sup>	.276	.148	2.14400

- a. Predictors: (Constant), KEPUASAN REKAN TOTAL, KEPUASAN GAJI TOTAL, HU\_TOTAL, KEPUASAN PEKERJAAN TOTAL, KEPUASAN PROMOSI TOTAL, KEPUASAN SUPERVISI TOTAL  
 b. Dependent Variable: Absut

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	-12.417	4.879		-2.545	.016
HU_TOTAL	.015	.091	.028	.166	.869
KEPUASAN PEKERJAAN TOTAL	.489	.296	.331	1.652	.108
KEPUASAN GAJI TOTAL	.077	.197	.080	.388	.700
KEPUASAN PROMOSI TOTAL	.034	.184	.040	.182	.857
KEPUASAN SUPERVISI TOTAL	.211	.323	.180	.654	.517
KEPUASAN REKAN TOTAL	.043	.312	.034	.137	.892

- a. Dependent Variable: Absut

**LAMPIRAN 7**  
**UJI HIPOTESIS**



## 7a. Hipotesis 1a + Pengujian Pure/Quasi Moderator

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN PEKERJAAN TOTAL	.	Enter
2	HU_TOTAL <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.231 <sup>a</sup>	.053	.029	4.56586
2	.293 <sup>b</sup>	.086	.51	4.37218

- a. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL  
b. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL, HU\_TOTAL

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.745	1	45.745	2.194	.147 <sup>a</sup>
	Residual	813.035	39	20.847		
	Total	858.780	40			
2	Regression	132.372	2	66.186	1.462	.242 <sup>b</sup>
	Residual	726.408	38	19.116		
	Total	858.780	40			

- a. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL  
b. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL, HU\_TOTAL  
c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.394	8.446		3.480	.001
	KEPUASAN PEKERJAAN TOTAL	-.682	.460	-.231	-1.481	.147
2	(Constant)	18.350	9.609		1.910	.064
	KEPUASAN PEKERJAAN TOTAL	-.748	.442	-.253	-1.694	.098
	HU_TOTAL	.341	.160	.318	1.129	.140

- a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	T	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	HU_TOTAL	.318 <sup>a</sup>	1.129	.140	.326	.995

- a. Predictors in the Model: (Constant), KEPUASAN PEKERJAAN TOTAL  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## 7b. Hipotesis 1b + Pengujian Pure/Quasi Moderator

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN GAJI TOTAL	.	Enter
2	HU_TOTAL <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL



**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.102 <sup>a</sup>	.010	-.015	4.66822
2	.270 <sup>b</sup>	.073	.052	4.41561

a. Predictors: (Constant), KEPUASAN GAJI TOTAL

b. Predictors: (Constant), KEPUASAN GAJI TOTAL, HU\_TOTAL

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.883	1	8.883	.408	.527 <sup>a</sup>
	Residual	849.898	39	21.792		
	Total	858.780	40			
2	Regression	117.871	2	58.935	1.023	.261 <sup>b</sup>
	Residual	740.910	38	19.498		
	Total	858.780	40			

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.965	3.274		5.792	.000
	KEPUASAN GAJI TOTAL	-.195	.305	-.102	-.638	.527
2	(Constant)	6.953	5.950		1.169	.250
	KEPUASAN GAJI TOTAL	-.442	.307	-.231	-1.439	.158
	HU_TOTAL	.406	.172	.379	1.364	.173

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

a. Predictors: (Constant), KEPUASAN GAJI TOTAL

b. Predictors: (Constant), KEPUASAN GAJI TOTAL, HU\_TOTAL

c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model		Beta In	T	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	HU_TOTAL	.379 <sup>a</sup>	1.364	.173	.358	.884

a. Predictors in the Model: (Constant), KEPUASAN GAJI TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

### 7c. Hipotesis 1c + Pengujian Pure/Quasi Moderator

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN PROMOSI TOTAL		Enter
2	HU_TOTAL <sup>a</sup>		Enter

sa. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.199 <sup>a</sup>	.040	.015	4.59866
2	.306 <sup>b</sup>	.094	.046	4.52600

a. Predictors: (Constant), KEPUASAN PROMOSI TOTAL

b. Predictors: (Constant), KEPUASAN PROMOSI TOTAL, HU\_TOTAL

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.022	1	34.022	1.609	.212 <sup>a</sup>
	Residual	824.759	39	21.148		
	Total	858.780	40			
2	Regression	80.361	2	40.181	1.961	.155 <sup>b</sup>
	Residual	778.419	38	20.485		
	Total	858.780	40			

- a. Predictors: (Constant), KEPUASAN PROMOSI TOTAL  
 b. Predictors: (Constant), KEPUASAN PROMOSI TOTAL, HU\_TOTAL  
 c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.167	3.820		3.185	.003
	KEPUASAN PROMOSI TOTAL	.329	.259	.199	1.268	.212
2	(Constant)	5.034	6.052		.832	.411
	KEPUASAN PROMOSI TOTAL	.110	.294	.066	.374	.711
	HU_TOTAL	.286	.190	.267	1.504	.141

- a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	HU_TOTAL	.267 <sup>a</sup>	1.504	.141	.237	.754

- a. Predictors in the Model: (Constant), KEPUASAN PROMOSI TOTAL  
 b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**7d. Hipotesis 1d + Pengujian Pure/Quasi Moderator**

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN SUPERVISI TOTAL		Enter
2	HU_TOTAL <sup>a</sup>		Enter

- a. All requested variables entered.  
 b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.100 <sup>a</sup>	.010	-.015	4.66891
2	.322 <sup>b</sup>	.104	.057	4.49999

- a. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL  
 b. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL, HU\_TOTAL

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.629	1	8.629	.396	.533 <sup>a</sup>
	Residual	850.152	39	21.799		
	Total	858.780	40			
2	Regression	89.284	2	44.642	2.205	.124 <sup>b</sup>
	Residual	769.496	38	20.250		
	Total	858.780	40			

- a. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL  
 b. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL, HU\_TOTAL  
 c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	21.401	7.149		2.993	.005
KEPUASAN SUPERVISI TOTAL	-.235	.373	-.100	-.629	.533
2 (Constant)	10.340	8.843		1.169	.250
KEPUASAN SUPERVISI TOTAL	-.275	.360	-.117	-.763	.450
HU_TOTAL	.329	.165	.307	1.396	.153

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
					Tolerance
1 HU_TOTAL	.307 <sup>a</sup>	1.996	.053	.308	.997

a. Predictors in the Model: (Constant), KEPUASAN SUPERVISI TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

### 7e. Hipotesis 1e + Pengujian Pure/Quasi Moderator

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN REKAN TOTAL		Enter
2	HU_TOTAL <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.053 <sup>a</sup>	.003	-.023	4.68598
2	.302 <sup>b</sup>	.091	.043	4.53221

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.403	1	2.403	.109	.743 <sup>a</sup>
	Residual	856.378	39	21.958		
	Total	858.780	40			
2	Regression	78.226	2	39.113	1.904	.163 <sup>b</sup>
	Residual	780.555	38	20.541		
	Total	858.780	40			

a. Predictors: (Constant), KEPUASAN REKAN TOTAL

b. Predictors: (Constant), KEPUASAN REKAN TOTAL, HU\_TOTAL

c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.014	6.352		2.993	.005
KEPUASAN REKAN TOTAL	-.133	.403	-.053	-.331	.743
2 (Constant)	6.594	8.918		.739	.464
KEPUASAN REKAN TOTAL	-.073	.391	-.029	-.188	.852
HU_TOTAL	.319	.166	.298	.921	.362

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
					Tolerance
1	HU_TOTAL	.298 <sup>a</sup>	.921	.362	.298
					.994

a. Predictors in the Model: (Constant), KEPUASAN REKAN TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**7f. Hipotesis 2a**

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN PEKERJAAN TOTAL		Enter
2	HUKP <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.231 <sup>a</sup>	.053	.029	4.56586	.053	2.194	1	39	.147
2	.383 <sup>b</sup>	.146	.101	4.39237	.093	4.142	1	38	.049

a. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL

b. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL, HUKP

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	45.745	1	45.745	2.194	.147 <sup>a</sup>
	Residual	813.035	39	20.847		
	Total	858.780	40			
2	Regression	125.651	2	62.826	3.256	.050 <sup>b</sup>
	Residual	733.129	38	19.293		
	Total	858.780	40			

a. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL

b. Predictors: (Constant), KEPUASAN PEKERJAAN TOTAL, HUKP

c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.394	8.446		3.480	.001
	KEPUASAN PEKERJAAN TOTAL	-.682	.460	-.231	-1.481	.147
2	(Constant)	30.096	8.133		3.701	.001
	KEPUASAN PEKERJAAN TOTAL	-1.392	.564	-.471	-2.469	.018
	HUKP	.019	.009	.389	2.035	.049

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
					Tolerance
1	HUKP	.389 <sup>a</sup>	2.035	.049	.313
					.616

a. Predictors in the Model: (Constant), KEPUASAN PEKERJAAN TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## 7g. Hipotesis 2b

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN GAJI TOTAL	.	Enter
2	HUKG <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.102 <sup>a</sup>	.010	-.015	4.66822	.010	.408	1	39	.527
2	.375 <sup>b</sup>	.141	-.096	4.40619	.131	5.776	1	38	.021

- a. Predictors: (Constant), KEPUASAN GAJI TOTAL  
b. Predictors: (Constant), KEPUASAN GAJI TOTAL, HUKG

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.883	1	8.883	.408	.527 <sup>a</sup>
	Residual	849.898	39	21.792		
	Total	858.780	40			
2	Regression	121.030	2	60.515	3.117	.056 <sup>b</sup>
	Residual	737.751	38	19.414		
	Total	858.780	40			

- a. Predictors: (Constant), KEPUASAN GAJI TOTAL  
b. Predictors: (Constant), KEPUASAN GAJI TOTAL, HUKG  
c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	18.965	3.274		5.792	.000
	KEPUASAN GAJI TOTAL	-.195	.305	-.102	-.638	.527
2	(Constant)	21.372	3.249		6.579	.000
	KEPUASAN GAJI TOTAL	-1.718	.696	-.897	-2.468	.018
	HUKG	.036	.015	.874	2.403	.021

- a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	HUKG	.874 <sup>a</sup>	2.403	.021	.363	.171

- a. Predictors in the Model: (Constant), KEPUASAN GAJI TOTAL  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## 7h. Hipotesis 2c

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN PROMOSI TOTAL	.	Enter
2	HUKPR <sup>a</sup>	.	Enter

- a. All requested variables entered.  
b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.199 <sup>a</sup>	.040	.015	4.59866	.040	1.609	1	39	.212
2	.320 <sup>b</sup>	.102	.055	4.50415	.063	2.654	1	38	.112

a. Predictors: (Constant), KEPUASAN PROMOSI TOTAL

b. Predictors: (Constant), KEPUASAN PROMOSI TOTAL, HUKPR

**ANOVA<sup>c</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	34.022	1	34.022	1.609	.212 <sup>a</sup>
	Residual	824.759	39	21.148		
	Total	858.780	40			
2	Regression	87.859	2	43.930	2.165	.129 <sup>b</sup>
	Residual	770.921	38	20.287		
	Total	858.780	40			

a. Predictors: (Constant), KEPUASAN PROMOSI TOTAL

b. Predictors: (Constant), KEPUASAN PROMOSI TOTAL, HUKPR

c. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	12.167	3.820		3.185	.003
	KEPUASAN PROMOSI TOTAL	.329	.259	.199	1.268	.212
2	(Constant)	15.138	4.163		3.637	.001
	KEPUASAN PROMOSI TOTAL	-.560	.602	-.339	-.930	.358
	HUKPR	.019	.012	.593	1.629	.112

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	HUKPR	.593 <sup>a</sup>	1.629	.112	.255	.178

a. Predictors in the Model: (Constant), KEPUASAN PROMOSI TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## 7i. Hipotesis 2d

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN SUPERVISI TOTAL		Enter
2	HUKS <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.100 <sup>a</sup>	.010	-.015	4.66891	.010	.396	1	39	.533
2	.322 <sup>b</sup>	.104	.057	4.50023	.094	3.979	1	38	.053

a. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL

b. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL, HUKS

ANOVA<sup>c</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	8.629	1	8.629	.396	.533 <sup>a</sup>
	Residual	850.152	39	21.799		
	Total	858.780	40			
2	Regression	89.203	2	44.601	2.202	.124 <sup>b</sup>
	Residual	769.578	38	20.252		
	Total	858.780	40			

a. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL

b. Predictors: (Constant), KEPUASAN SUPERVISI TOTAL, HUKS

c. Dependent Variable: TURNOVER INTENTIONS TOTAL

Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	21.401	7.149		2.993	.005
	KEPUASAN SUPERVISI TOTAL	-.235	.373	-.100	-.629	.533
2	(Constant)	22.045	6.899		3.196	.003
	KEPUASAN SUPERVISI TOTAL	-.891	.487	-.381	-1.828	.075
	HUKS	.017	.009	.415	1.995	.053

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

Excluded Variables<sup>b</sup>

Model		Beta In	t	Sig.	Partial Correlation	Collinearity Statistics
						Tolerance
1	HUKS	.415 <sup>a</sup>	1.995	.053	.308	.544

a. Predictors in the Model: (Constant), KEPUASAN SUPERVISI TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## 7j. Hipotesis 2e

Variables Entered/Removed<sup>b</sup>

Model	Variables Entered	Variables Removed	Method
1	KEPUASAN REKAN TOTAL		Enter
2	HUKR <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

## Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Change Statistics				
					R Square Change	F Change	df1	df2	Sig. F Change
1	.053 <sup>a</sup>	.003	-.023	4.68598	.003	.109	1	39	.743
2	.292 <sup>b</sup>	.085	.037	4.54717	.082	3.417	1	38	.072

a. Predictors: (Constant), KEPUASAN REKAN TOTAL

b. Predictors: (Constant), KEPUASAN REKAN TOTAL, HUKR

ANOVA<sup>c</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.403	1	2.403	.109	.743 <sup>a</sup>
	Residual	856.378	39	21.958		
	Total	858.780	40			
2	Regression	73.064	2	36.532	1.767	.185 <sup>b</sup>
	Residual	785.716	38	20.677		
	Total	858.780	40			

a. Predictors: (Constant), KEPUASAN REKAN TOTAL

b. Predictors: (Constant), KEPUASAN REKAN TOTAL, HUKR

c. Dependent Variable: TURNOVER INTENTIONS TOTAL



**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	19.014	6.352		2.993	.005
KEPUASAN REKAN TOTAL	-.133	.403	-.053	-.331	.743
2 (Constant)	17.929	6.192		2.896	.006
KEPUASAN REKAN TOTAL	-.798	.531	-.317	-1.503	.141
HUKR	.020	.011	.390	1.849	.072

a. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Excluded Variables<sup>b</sup>**

Model	Beta In	t	Sig.	Partial Correlation	Collinearity Statistics	
					Tolerance	
1	HUKR	.390 <sup>a</sup>	1.849	.072	.287	.542

a. Predictors in the Model: (Constant), KEPUASAN REKAN TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

### 7k. Pengaruh kepuasan promosi dan lama kerja terhadap *turnover intention*

**Variables Entered/Removed<sup>b</sup>**

Model	Variables Entered	Variables Removed	Method
1	Lama Kerja, KEPUASAN PROMOSI TOTAL		Enter

a. All requested variables entered.

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.321 <sup>a</sup>	.103	.056	4.50168

a. Predictors: (Constant), Lama Kerja, KEPUASAN PROMOSI TOTAL

**ANOVA<sup>b</sup>**

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	88.704	2	44.352	2.189	.126 <sup>a</sup>
	Residual	770.076	38	20.265		
	Total	858.780	40			

a. Predictors: (Constant), Lama Kerja, KEPUASAN PROMOSI TOTAL

b. Dependent Variable: TURNOVER INTENTIONS TOTAL

**Coefficients<sup>a</sup>**

Model	Unstandardized Coefficients		Standardized Coefficients	t	Sig.
	B	Std. Error	Beta		
1 (Constant)	15.907	4.378		3.633	.001
KEPUASAN PROMOSI TOTAL	.461	.266	.279	1.732	.091
Lama Kerja	-2.760	1.680	-.265	-1.643	.109

a. Dependent Variable: TURNOVER INTENTIONS TOTAL