

# LAMPIRAN



## Kuesioner Penelitian

Kuesioner ini dibuat semata-mata untuk maksud penelitian dengan judul “Pengaruh Kepuasan Kerja Terhadap *Turnover Intention* Melalui Komitmen Organisasi Sebagai Variabel Mediasi (Studi Empiris di Kantor Akuntan Publik Semarang)” dan bukan untuk maksud evaluasi atau penilaian. Semua informasi yang diperoleh akan disimpan kerahasiaannya.

### Identitas Responden

1. Nama : .....
2. Jenis kelamin : Pria / Wanita
3. Usia : ..... tahun
4. Pendidikan terakhir : .....
5. Status perkawinan : Kawin / Belum kawin / Cerai Anak:
6. Status pekerjaan : Senior / Junior / Manajer / Partner
7. Lama menjabat jabatan ini : ..... tahun
8. Pengalaman bekerja : ..... tahun
9. Lama bekerja di KAP ini : ..... tahun

### Petunjuk Pengisian

1. Mohon bantuan untuk menjawab seluruh pertanyaan yang ada dengan jujur dan bertanggung jawab.
2. Berilah tanda silang (X) pada kolom yang tersedia dan pilih sesuai dengan jawaban atau keadaan yang sebenarnya.
3. Coret yang tidak perlu.

### Keterangan

- |      |                              |     |                        |
|------|------------------------------|-----|------------------------|
| SSTS | : sangat sangat tidak setuju | SS  | : sangat setuju        |
| STS  | : sangat tidak setuju        | SSS | : sangat-sangat setuju |
| TS   | : tidak setuju               |     |                        |
| R    | : ragu-ragu                  |     |                        |
| S    | : setuju                     |     |                        |

Kuesioner Kepuasan Kerja - Weiss et. al. (1976)

Pada pekerjaan saya sekarang, saya merasa puas apabila...								
1	Saya mampu untuk tetap sibuk sepanjang waktu.	SSTS	STS	TS	R	S	SS	SSS
2	Saya dapat mengerjakan sendiri pekerjaan saya.	SSTS	STS	TS	R	S	SS	SSS
3	Saya dapat mengerjakan hal yang berbeda dari waktu ke waktu.	SSTS	STS	TS	R	S	SS	SSS
4	Saya dipandang menjadi seseorang yang lebih dalam organisasi.	SSTS	STS	TS	R	S	SS	SSS
5	Atasan saya dapat mengerjakan sendiri pekerjaannya.	SSTS	STS	TS	R	S	SS	SSS
6	Atasan saya merupakan seorang yang kompeten dalam membuat keputusan.	SSTS	STS	TS	R	S	SS	SSS
7	Saya mampu melakukan pekerjaan yang tidak berlawanan dengan nurani saya.	SSTS	STS	TS	R	S	SS	SSS
8	Pekerjaan saya dapat menjadi bukti bahwa saya mampu bekerja disini.	SSTS	STS	TS	R	S	SS	SSS
9	Saya dapat melakukan sesuatu untuk orang lain.	SSTS	STS	TS	R	S	SS	SSS
10	Saya dapat memberitahu orang-orang apa yang harus dilakukan.	SSTS	STS	TS	R	S	SS	SSS
11	Saya mampu menunjukkan kemampuan saya mengerjakan sesuatu.	SSTS	STS	TS	R	S	SS	SSS
12	Saya dapat mempraktekan kebijakan organisasi.	SSTS	STS	TS	R	S	SS	SSS
13	Upah yang saya terima sesuai dengan yang telah saya kerjakan.	SSTS	STS	TS	R	S	SS	SSS
14	Saya dapat meningkatkan pekerjaan saya.	SSTS	STS	TS	R	S	SS	SSS
15	Saya bebas untuk menggunakan penilaian saya sendiri.	SSTS	STS	TS	R	S	SS	SSS
16	Saya dapat mencoba metode saya sendiri untuk mengerjakan pekerjaan.	SSTS	STS	TS	R	S	SS	SSS
17	Saya dapat menyesuaikan diri dengan kondisi kerja saya.	SSTS	STS	TS	R	S	SS	SSS
18	Rekan kerja saya dapat saling berhubungan dengan baik.	SSTS	STS	TS	R	S	SS	SSS
19	Saya menerima pujian atas pekerjaan yang telah saya kerjakan dengan baik.	SSTS	STS	TS	R	S	SS	SSS
20	Saya merasakan pencapaian dari apa yang telah saya dapat dari pekerjaan saya.	SSTS	STS	TS	R	S	SS	SSS

Kuesioner Komitmen Organisasi - Mowday, Steers, and Porter (1979)

1	Saya bersedia untuk mengerjakan semaksimal mungkin pekerjaan saya untuk membantu organisasi untuk mencapai kesuksesannya.	SSTS	STS	TS	R	S	SS	SSS
2	Saya mau merekomendasikan teman-teman saya untuk bekerja di organisasi ini.	SSTS	STS	TS	R	S	SS	SSS
3	Saya merasa loyalitas saya rendah untuk organisasi ini.	SSTS	STS	TS	R	S	SS	SSS
4	Saya akan menerima semua jenis pekerjaan untuk tetap bekerja di organisasi ini.	SSTS	STS	TS	R	S	SS	SSS
5	Saya menemukan bahwa nilai-nilai saya dan organisasi sangat mirip.	SSTS	STS	TS	R	S	SS	SSS
6	Saya bangga untuk memberitahu orang lain bahwa saya adalah bagian dari organisasi ini.	SSTS	STS	TS	R	S	SS	SSS
7	Saya akan bekerja untuk organisasi yang berbeda asalkan jenis pekerjaan yang saya lakukan serupa.	SSTS	STS	TS	R	S	SS	SSS
8	Organisasi ini benar-benar menginspirasi cara bekerja saya.	SSTS	STS	TS	R	S	SS	SSS
9	Keadaan saya sekarang akan membawa perubahan yang akan menyebabkan saya untuk meninggalkan pekerjaan ini.	SSTS	STS	TS	R	S	SS	SSS
10	Saya sangat senang bekerja di organisasi ini lebih lama daripada orang lain pada saat yang bersamaan.	SSTS	STS	TS	R	S	SS	SSS
11	Tidak terlalu banyak yang bisa saya peroleh dengan tetap berada di organisasi ini tanpa batas waktu.	SSTS	STS	TS	R	S	SS	SSS
12	Seringkali, saya merasa sulit untuk setuju dengan kebijakan penting organisasi yang berhubungan dengan karyawan.	SSTS	STS	TS	R	S	SS	SSS
13	Saya benar-benar peduli tentang nasib organisasi ini	SSTS	STS	TS	R	S	SS	SSS
14	Bagi saya organisasi ini adalah organisasi yang paling baik dimana saya dapat bekerja.	SSTS	STS	TS	R	S	SS	SSS
15	Memutuskan bekerja untuk organisasi ini adalah kesalahan saya.	SSTS	STS	TS	R	S	SS	SSS

Kuesioner *Turnover Intention* – Nadiri dan Tanova (2010)

1	Saya seringkali berpikir untuk keluar dari organisasi ini.	SSTS	STS	TS	R	S	SS	SSS
2	Saya mungkin akan mencari pekerjaan baru untuk tahun depan.	SSTS	STS	TS	R	S	SS	SSS
3	Saya akan meninggalkan pekerjaan ini tahun depan.	SSTS	STS	TS	R	S	SS	SSS

No.	Jenis Kelamin	Umur	Pendidikan	Status	Jabatan
<b>KAP. Yulianti, SE., BAP</b>					
1	1	28	2	3	1
2	2	22	1	1	2
3	2	23	2	1	2
<b>KAP. Achmad, Rasyid, Hisbullah &amp; Jerry (Cabang)</b>					
4	2	21	2	1	2
5	2	24	2	1	2
6	2	20	2	1	2
7	2	21	2	1	2
8	2	35	2	2	2
9	1	20	1	1	2
10	2	21	1	1	2
<b>KAP. Darsono dan Budi Cahyo Santoso</b>					
11	1	25	2	1	2
12	2	23	1	1	2
13	2	23	2	1	2
<b>KAP. Drs. Tahrir Hidayat</b>					
14	2	25	2	1	2
15	1	36	1	4	2
16	2	30	2	1	2
17	1	40	2	4	1
18	1	53	2	2	1
<b>KAP. Drs. Bayudi Watu dan Rekan (Cabang)</b>					
19	2	26	2	1	1
20	1	24	2	1	1
21	2	24	2	1	2
22	2	24	2	1	2
23	1	23	2	1	2
24	2	23	2	1	2
<b>KAP. Drs. Idjang Soetikno</b>					
25	1	29	1	1	2
26	2	25	1	1	2
27	1	33	2	2	1
28	2	24	1	1	2
29	2	24	2	1	2
<b>KAP. Dra. Suhartati dan Rekan (Cabang)</b>					
30	1	60	2	2	1
31	1	45	2	2	1
32	1	66	3	2	4
33	1	66	3	2	4

No.	Lama Menjabat	Pengalaman Kerja	Lama Kerja	KK1	KK2	KK3
KAP. Yulianti, SE., BAP						
1	5	8	6	3	2	5
2	2	2	2	6	6	6
3	1	1	1	6	6	6
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)						
4	1	1	1	5	5	5
5	1.5	1.5	1.5	6	6	6
6	2	2	2	3	3	5
7	1	3	1	5	5	5
8	3	5	5	3	3	5
9	1	1	1	5	5	5
10	1	1	1	5	3	5
KAP. Darsono dan Budi Cahyo Santoso						
11	2.3	2.5	2.3	6	6	6
12	2	2	2	5	5	4
13	1.8	2	1.8	5	6	5
KAP. Drs. Tahrir Hidayat						
14	1	2	1	5	6	4
15	2	10	2	3	6	5
16	3	6	3	3	6	6
17	7	35	8	3	5	5
18	10	40	10	5	5	5
KAP. Drs. Bayudi Watu dan Rekan (Cabang)						
19	4	6	4	3	6	6
20	2	2	2	4	5	5
21	1	1	1	4	5	5
22	1.5	2	1.5	4	5	5
23	1	1	1	3	4	5
24	1	1	1	3	1	5
KAP. Drs. Idjang Soetikno						
25	3	6	6	5	5	5
26	2.5	2.5	2.5	5	5	5
27	3	7	7	5	5	5
28	2	2	2	5	5	5
29	0.7	1.5	0.7	5	5	5
KAP. Dra. Suhartati dan Rekan (Cabang)						
30	8	40	10	6	5	5
31	7	35	7	6	5	5
32	10	40	10	6	5	5
33	10	40	15	4	5	5

No.	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12
KAP. Yulianti, SE., BAP									
1	5	3	6	6	6	6	6	6	6
2	4	5	6	6	5	5	5	5	5
3	6	5	6	6	5	5	5	5	5
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)									
4	5	5	6	3	6	5	5	5	5
5	6	6	6	6	6	6	6	6	6
6	5	5	5	5	6	6	5	5	5
7	5	3	5	5	5	5	4	5	5
8	5	5	5	6	6	6	5	5	5
9	5	5	5	3	5	5	5	5	5
10	4	3	5	5	5	5	4	5	5
KAP. Darsono dan Budi Cahyo Santoso									
11	5	5	5	5	6	5	6	6	5
12	4	7	7	5	5	5	4	5	5
13	5	4	6	6	5	6	5	6	5
KAP. Drs. Tahrir Hidayat									
14	7	5	7	6	7	6	5	6	5
15	5	6	6	6	6	6	5	6	5
16	7	7	6	5	6	6	6	6	6
17	5	5	5	5	6	6	5	5	5
18	5	5	5	5	5	5	5	5	5
KAP. Drs. Bayudi Watu dan Rekan (Cabang)									
19	7	7	6	4	6	6	6	6	6
20	5	4	5	5	5	5	5	5	5
21	5	5	5	5	5	5	5	5	5
22	5	5	6	5	6	5	5	5	5
23	5	5	5	4	5	5	5	5	5
24	4	3	3	2	5	5	5	5	5
KAP. Drs. Idjang Soetikno									
25	4	5	7	5	5	5	5	5	5
26	4	5	6	5	5	5	5	5	5
27	5	5	6	5	5	5	5	5	5
28	5	5	6	5	5	5	5	5	5
29	5	5	5	5	5	5	5	5	5
KAP. Dra. Suhartati dan Rekan (Cabang)									
30	5	4	5	5	5	6	5	5	5
31	5	4	5	5	5	6	5	5	5
32	5	4	5	5	5	6	5	5	5
33	5	4	5	5	5	5	5	5	5

No.	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20	KK
KAP. Yulianti, SE., BAP									
1	5	6	6	6	6	6	6	6	109
2	4	5	5	6	6	7	4	5	110
3	5	5	5	6	6	6	5	5	115
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)									
4	5	5	5	5	5	5	5	6	109
5	6	6	6	6	6	6	6	6	130
6	4	6	3	6	6	5	5	4	109
7	5	5	5	5	5	5	5	4	110
8	4	5	3	5	5	5	5	3	110
9	5	5	5	5	5	5	5	5	116
10	4	5	5	5	6	6	5	4	114
KAP. Darsono dan Budi Cahyo Santoso									
11	5	7	4	4	5	5	5	5	128
12	5	5	5	5	5	5	5	5	125
13	5	7	4	4	6	6	5	5	132
KAP. Drs. Tahrir Hidayat									
14	5	5	6	6	5	7	4	5	140
15	5	6	5	5	6	6	5	5	138
16	6	6	6	6	6	6	6	6	150
17	5	6	5	6	6	5	5	5	137
18	5	5	5	5	5	5	5	5	136
KAP. Drs. Bayudi Watu dan Rekan (Cabang)									
19	5	6	3	5	5	5	5	5	146
20	5	5	5	5	5	5	5	5	138
21	5	5	5	5	5	5	5	5	141
22	5	5	5	5	5	5	5	5	145
23	5	5	5	4	5	5	5	5	141
24	5	5	5	5	5	4	5	5	133
KAP. Drs. Idjang Soetikno									
25	5	5	5	5	5	5	5	5	151
26	5	5	3	3	5	5	5	5	148
27	5	5	5	5	5	5	5	5	155
28	5	5	5	5	5	5	5	5	157
29	5	5	5	5	5	5	5	5	158
KAP. Dra. Suhartati dan Rekan (Cabang)									
30	5	6	4	5	5	5	4	4	159
31	5	6	4	5	5	5	4	4	161
32	5	6	4	5	5	5	4	4	163
33	5	5	5	5	5	5	5	5	164



No.	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	KO11
KAP. Yulianti, SE., BAP											
1	6	6	6	5	5	6	3	6	4	5	5
2	5	5	5	4	5	5	4	5	4	4	4
3	5	5	5	5	5	5	4	5	4	4	5
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)											
4	5	6	5	5	5	5	3	5	3	5	3
5	6	6	2	6	6	6	2	5	2	5	2
6	5	3	5	3	4	5	4	4	4	4	3
7	5	5	5	4	5	5	5	5	5	4	4
8	5	3	5	3	4	5	4	4	4	4	3
9	5	5	5	5	5	5	3	5	3	5	3
10	5	4	5	5	4	5	5	5	5	5	4
KAP. Darsono dan Budi Cahyo Santoso											
11	6	5	6	4	5	5	3	5	6	4	5
12	5	5	4	3	4	5	4	5	3	4	3
13	5	5	5	4	5	6	4	5	5	4	5
KAP. Drs. Tahrir Hidayat											
14	6	5	5	5	5	6	4	5	4	5	3
15	5	5	5	6	5	5	5	5	4	5	3
16	6	6	5	6	6	6	3	5	4	5	3
17	5	5	5	5	5	5	5	5	4	5	3
18	5	5	3	5	5	5	3	5	3	5	3
KAP. Drs. Bayudi Watu dan Rekan (Cabang)											
19	5	6	2	5	5	5	3	5	3	5	3
20	6	5	4	5	5	5	3	5	3	5	4
21	5	5	3	5	5	5	3	5	3	5	3
22	7	6	2	6	6	5	3	5	3	5	3
23	4	4	4	3	5	5	3	5	3	5	4
24	4	5	6	2	3	5	4	5	3	5	3
KAP. Drs. Idjang Soetikno											
25	5	4	5	4	4	5	3	5	3	5	3
26	5	5	5	5	5	5	3	5	3	3	5
27	5	5	3	5	5	5	3	5	5	5	5
28	5	5	5	5	5	5	5	5	5	5	5
29	5	5	5	5	5	5	3	5	3	5	5
KAP. Dra. Suhartati dan Rekan (Cabang)											
30	5	5	5	3	4	5	3	5	4	5	4
31	5	5	5	3	4	5	3	5	4	3	3
32	5	5	5	3	4	5	3	5	4	5	4
33	5	5	5	4	5	5	3	5	4	5	5

No.	KO12	KO13	KO14	KO15	KO	TI1	TI2	TI3	TI
KAP. Yulianti, SE., BAP									
1	5	5	6	6	80	3	3	3	9
2	5	4	4	5	70	3	4	4	11
3	5	4	4	5	73	3	3	3	9
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)									
4	3	5	5	3	70	5	5	5	15
5	2	6	6	2	69	6	6	6	18
6	3	4	4	5	66	4	4	4	12
7	5	5	4	7	80	3	4	4	11
8	3	4	5	5	69	4	4	4	12
9	3	5	5	3	74	5	5	5	15
10	4	5	5	5	81	3	3	3	9
KAP. Darsono dan Budi Cahyo Santoso									
11	4	5	6	6	86	3	3	3	9
12	5	5	3	5	75	3	5	5	13
13	4	5	5	6	86	3	4	4	11
KAP. Drs. Tahrir Hidayat									
14	5	4	6	6	88	3	3	3	9
15	6	5	6	6	91	2	3	3	8
16	3	5	6	6	91	3	3	3	9
17	5	5	5	5	89	3	3	3	9
18	3	5	5	5	83	3	3	3	9
KAP. Drs. Bayudi Watu dan Rekan (Cabang)									
19	3	5	5	3	82	5	6	6	17
20	5	5	5	5	90	4	5	5	14
21	4	5	5	5	87	3	3	3	9
22	3	4	3	5	88	4	5	4	13
23	4	4	3	4	83	4	4	4	12
24	3	4	5	5	86	3	3	3	9
KAP. Drs. Idjang Soetikno									
25	3	5	5	3	87	3	3	3	9
26	5	6	5	6	97	4	5	5	14
27	5	5	5	6	99	3	3	3	9
28	5	5	5	6	104	3	3	3	9
29	5	5	5	7	102	2	2	2	6
KAP. Dra. Suhartati dan Rekan (Cabang)									
30	5	5	5	5	98	4	3	3	10
31	3	5	5	5	94	4	3	3	10
32	5	5	5	5	100	4	3	3	10
33	5	5	5	5	104	4	4	4	12

No.	JK	Umur	Pend.	Status	Jabatan	LM	PK	LK	KK	KO	TI
KAP. Yulianti, SE., BAP											
1	Pria	21-30 th	S1	KA1	Senior	5-6 th	6-10 th	6-10 th	104	66	9
2	Wanita	21-30 th	D3	BK	Junior	1-2 th	1-5 th	1-5 th	100	56	11
3	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	103	58	9
KAP. Achmad, Rasyid, Hisbullah & Jerry (Cabang)											
4	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	96	53	15
5	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	114	51	18
6	Wanita	<21 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	94	48	12
7	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	91	59	11
8	Wanita	31-40 th	S1	KW	Junior	3-4 th	1-5 th	1-5 th	91	49	12
9	Pria	<21 th	D3	BK	Junior	1-2 th	1-5 th	1-5 th	93	52	15
10	Wanita	21-30 th	D3	BK	Junior	1-2 th	1-5 th	1-5 th	89	56	9
KAP. Darsono dan Budi Cahyo Santoso											
11	Pria	21-30 th	S1	BK	Junior	3-4 th	1-5 th	1-5 th	100	63	9
12	Wanita	21-30 th	D3	BK	Junior	1-2 th	1-5 th	1-5 th	96	50	13
13	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	101	60	11
KAP. Drs. Tahrir Hidayat											
14	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	107	61	9
15	Pria	31-40 th	D3	KA2	Junior	1-2 th	5-10 th	1-5 th	105	61	8
16	Wanita	21-30 th	S1	BK	Junior	3-4 th	5-10 th	1-5 th	115	62	9
17	Pria	31-40 th	S1	KA2	Senior	7-8 th	31-35 th	6-10 th	100	57	9
18	Pria	51-60 th	S1	KW	Senior	9-10 th	36-40 th	6-10 th	95	52	9
KAP. Drs. Bayudi Watu dan Rekan (Cabang)											
19	Wanita	21-30 th	S1	BK	Senior	3-4 th	6-10 th	1-5 th	105	50	17
20	Pria	21-30 th	S1	BK	Senior	1-2 th	1-5 th	1-5 th	94	57	14
21	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	95	53	9
22	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	97	54	13
23	Pria	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	92	48	12
24	Wanita	21-30 th	S1	BK	Junior	1-2 th	1-5 th	1-5 th	82	49	9
KAP. Drs. Idjang Soetikno											
25	Pria	21-30 th	D3	BK	Junior	3-4 th	6-10 th	6-10 th	96	49	9
26	Wanita	21-30 th	D3	BK	Junior	3-4 th	1-5 th	1-5 th	91	59	14
27	Pria	31-40 th	S1	KW	Senior	3-4 th	6-10 th	6-10 th	96	59	9
28	Wanita	21-30 th	D3	BK	Junior	1-2 th	1-5 th	1-5 th	96	61	9
29	Wanita	21-30 th	S1	BK	Junior	<1 th	1-5 th	1-5 th	95	60	6
KAP. Dra. Suhartati dan Rekan (Cabang)											
30	Pria	51-60 th	S1	KW	Senior	7-8 th	36-40 th	6-10 th	93	55	10
31	Pria	41-50 th	S1	KW	Senior	7-8 th	31-35 th	6-10 th	93	52	10
32	Pria	>60 th	S2	KW	Partner	9-10 th	36-40 th	6-10 th	93	55	10
33	Pria	>60 th	S2	KW	Partner	9-10 th	36-40 th	11-15 th	94	58	12

### Lampiran 3. Frekuensi Gambaran Umum Responden

#### Statistics

	Jenis Kelamin	Umur	Pendidikan	Status	Jabatan	Lama Menjabat	Pengalaman Kerja	Lama Kerja
N Valid	33	33	33	33	33	33	33	33
Missing	0	0	0	0	0	0	0	0
Mean	1.58	30.48	1.82	1.45	1.88	3.161	9.455	3.706
Median	2.00	24.00	2.00	1.00	2.00	2.000	2.000	2.000
Mode	2	24	2	1	2	1.0	2.0	1.0
Std. Deviation	.502	13.077	.528	.833	.696	2.8620	14.0437	3.5730
Variance	.252	171.008	.278	.693	.485	8.191	197.224	12.766
Range	1	46	2	3	3	9.3	39.0	14.3
Minimum	1	20	1	1	1	.7	1.0	.7
Maximum	2	66	3	4	4	10.0	40.0	15.0
Sum	52	1006	60	48	62	104.3	312.0	122.3

#### 3a. Jenis Kelamin

##### Jenis Kelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Pria	14	42.4	42.4	42.4
Wanita	19	57.6	57.6	100.0
Total	33	100.0	100.0	

#### 3b. Umur

##### Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid 20	2	6.1	6.1	6.1
21	3	9.1	9.1	15.2
22	1	3.0	3.0	18.2
23	5	15.2	15.2	33.3
24	6	18.2	18.2	51.5
25	3	9.1	9.1	60.6
26	1	3.0	3.0	63.6
28	1	3.0	3.0	66.7
29	1	3.0	3.0	69.7
30	1	3.0	3.0	72.7
33	1	3.0	3.0	75.8
35	1	3.0	3.0	78.8
36	1	3.0	3.0	81.8
40	1	3.0	3.0	84.8
45	1	3.0	3.0	87.9
53	1	3.0	3.0	90.9
60	1	3.0	3.0	93.9
66	2	6.1	6.1	100.0
Total	33	100.0	100.0	

### 3c. Pendidikan

**Pendidikan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid D3	8	24.2	24.2	24.2
S1	23	69.7	69.7	93.9
S2	2	6.1	6.1	100.0
Total	33	100.0	100.0	

### 3d. Status

**Status**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Belum Kawin	23	69.7	69.7	69.7
Kawin	7	21.2	21.2	90.9
Kawin Anak 1	1	3.0	3.0	93.9
Kawin Anak 2	2	6.1	6.1	100.0
Total	33	100.0	100.0	

### 3e. Jabatan

**Jabatan**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Senior	8	24.2	24.2	24.2
Junior	23	69.7	69.7	93.9
Partner	2	6.1	6.1	100.0
Total	33	100.0	100.0	

### 3f. Lama Menjabat

**Lama Menjabat**

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid .7	1	3.0	3.0	3.0
1.0	9	27.3	27.3	30.3
1.5	2	6.1	6.1	36.4
1.8	1	3.0	3.0	39.4
2.0	6	18.2	18.2	57.6
2.3	1	3.0	3.0	60.6
2.5	1	3.0	3.0	63.6
3.0	4	12.1	12.1	75.8
4.0	1	3.0	3.0	78.8
5.0	1	3.0	3.0	81.8
7.0	2	6.1	6.1	87.9
8.0	1	3.0	3.0	90.9
10.0	3	9.1	9.1	100.0
Total	33	100.0	100.0	

### 3g. Pengalaman Kerja

**Pengalaman Kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	1.0	7	21.2	21.2	21.2
	1.5	2	6.1	6.1	27.3
	2.0	8	24.2	24.2	51.5
	2.5	2	6.1	6.1	57.6
	3.0	1	3.0	3.0	60.6
	5.0	1	3.0	3.0	63.6
	6.0	3	9.1	9.1	72.7
	7.0	1	3.0	3.0	75.8
	8.0	1	3.0	3.0	78.8
	10.0	1	3.0	3.0	81.8
	35.0	2	6.1	6.1	87.9
	40.0	4	12.1	12.1	100.0
	Total	33	100.0	100.0	

### 3h. Lama Bekerja

**Lama Kerja**

		Frequency	Percent	Valid Percent	Cumulative Percent
Valid	.7	1	3.0	3.0	3.0
	1.0	9	27.3	27.3	30.3
	1.5	2	6.1	6.1	36.4
	1.8	1	3.0	3.0	39.4
	2.0	6	18.2	18.2	57.6
	2.3	1	3.0	3.0	60.6
	2.5	1	3.0	3.0	63.6
	3.0	1	3.0	3.0	66.7
	4.0	1	3.0	3.0	69.7
	5.0	1	3.0	3.0	72.7
	6.0	2	6.1	6.1	78.8
	7.0	2	6.1	6.1	84.8
	8.0	1	3.0	3.0	87.9
	10.0	3	9.1	9.1	97.0
	15.0	1	3.0	3.0	100.0
	Total	33	100.0	100.0	

## Lampiran 4. Uji Validitas

### a. Kepuasan Kerja (1)

#### Correlations

	KK1	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20	KK
K Pearson K Correlation 1 Sig. (2-tailed) N	1 . . 33	.458 * .007 33	.105 . .562 33	- . .422 33	- . .484 33	.201 . .262 33	.199 . .267 33	- . .042 33	- . .198 33	-.174 . .334 33	-.151 . .400 33	-.268 . .132 33	.071 . .695 33	.017 . .927 33	.030 . .867 33	-.108 . .548 33	-.147 . .415 33	.199 . .267 33	-.445 . .010 33	-.078 . .666 33	.151 . .402 33
K Pearson K Correlation 2 Sig. (2-tailed) N	.458 * .007 33	1 . . 33	.301 . .089 33	.439 . .011 33	.550 * .001 33	.542 * .001 33	.364 . .037 33	.092 . .610 33	.051 . .779 33	.173 . .336 33	.311 . .078 33	.048 . .793 33	.406 . .019 33	.217 . .225 33	.082 . .651 33	-.021 . .908 33	.029 . .874 33	.389 . .025 33	-.173 . .336 33	.256 . .151 33	.659 * .000 33
K Pearson K Correlation 3 Sig. (2-tailed) N	.105 . .562 33	.301 . .089 33	1 . . 33	.307 . .082 33	.230 . .198 33	.086 . .634 33	.079 . .663 33	.049 . .786 33	.055 . .761 33	.618 . .000 33	.301 . .089 33	.489 . .004 33	.187 . .298 33	.347 . .048 33	-.070 . .699 33	.156 . .387 33	.385 . .027 33	.181 . .313 33	.291 . .100 33	.247 . .167 33	.440 . .010 33
K Pearson K Correlation 4 Sig. (2-tailed) N	- . .422 33	.439 . .011 33	.307 . .082 33	1 . . 33	.431 . .012 33	.248 . .165 33	.175 . .329 33	.586 . .000 33	.496 . .003 33	.550 . .001 33	.594 . .000 33	.569 . .001 33	.474 . .005 33	.268 . .131 33	.167 . .352 33	.398 . .022 33	.118 . .512 33	.336 . .056 33	.169 . .346 33	.259 . .146 33	.679 * .000 33
K Pearson K Correlation 5 Sig. (2-tailed) N	- . .484 33	.550 * .001 33	.230 . .198 33	.431 . .012 33	1 . . 33	.530 . .002 33	.092 . .611 33	.343 . .051 33	.143 . .429 33	.323 . .066 33	.306 . .083 33	.336 . .056 33	.324 . .066 33	.075 . .677 33	-.023 . .900 33	.112 . .534 33	.052 . .772 33	.132 . .462 33	.219 . .220 33	.335 . .057 33	.558 * .001 33
K Pearson K Correlation 6 Sig. (2-tailed) N	.201 . .262 33	.542 * .001 33	- . .634 33	.248 . .165 33	.530 * .002 33	1 . . 33	.493 . .004 33	.304 . .085 33	.103 . .568 33	.077 . .671 33	.350 . .046 33	.230 . .198 33	.186 . .300 33	-.014 . .940 33	.217 . .225 33	.142 . .430 33	.156 . .387 33	.546 . .001 33	.082 . .652 33	.366 . .036 33	.631 * .000 33
K Pearson K Correlation 7 Sig. (2-tailed)	.199 . .267	.364 * .037	.079 . .663	.175 . .329	.092 . .611	.493 * .004	1 . .	.208 . .246	.370 . .034	.073 . .687	.332 . .059	.115 . .523	-.084 . .641	.245 . .169	.070 . .698	.255 . .151	.460 . .007	.658 . .000	-.004 . .982	-.111 . .538	.530 * .002

N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.092	.049	.586	.343	.304	.208	1	.553	.477	.627	.411	.103	.319	.104	.399	.248	.359	.203	.223	.528
K Correlation	.356																				
8 Sig. (2-tailed)	.042	.610	.786	.000	.051	.085	.246		.001	.005	.000	.017	.567	.070	.566	.021	.163	.040	.258	.212	.002
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.051	.055	.496	.143	.103	.370	.553	1	.408	.557	.461	.116	.665	-.184	.354	.413	.303	-.027	-.138	.436
K Correlation	.230																				
9 Sig. (2-tailed)	.198	.779	.761	.003	.429	.568	.034	.001		.019	.001	.007	.521	.000	.305	.043	.017	.087	.882	.444	.011
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.173	.618	.550	.323	.077	.073	.477	.408	1	.653	.714	.459	.528	.041	.169	.188	.138	.396	.508	.588
K Correlation	.174																				
10 Sig. (2-tailed)	.334	.336	.000	.001	.066	.671	.687	.005	.019		.000	.000	.007	.002	.821	.348	.294	.444	.022	.003	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.311	.301	.594	.306	.350	.332	.627	.557	.653	1	.657	.416	.656	.187	.135	.396	.516	.360	.439	.741
K Correlation	.151																				
11 Sig. (2-tailed)	.400	.078	.089	.000	.083	.046	.059	.000	.001	.000		.000	.016	.000	.298	.455	.022	.002	.040	.011	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.048	.489	.569	.336	.230	.115	.411	.461	.714	.657	1	.493	.354	.235	.366	.361	.265	.616	.506	.630
K Correlation	.268																				
12 Sig. (2-tailed)	.132	.793	.004	.001	.056	.198	.523	.017	.007	.000	.000		.004	.043	.188	.036	.039	.136	.000	.003	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.071	.406	.187	.474	.324	.186	-	.103	.116	.459	.416	.493	1	.220	.474	.020	-.062	-.045	.423	.646	.531
K Correlation							.084														
13 Sig. (2-tailed)	.695	.019	.298	.005	.066	.300	.641	.567	.521	.007	.016	.004		.220	.005	.914	.734	.803	.014	.000	.001
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.017	.217	.347	.268	.075	-	.245	.319	.665	.528	.656	.354	.220	1	-.254	-.020	.410	.141	.087	.055	.428
K Correlation						.014															
14 Sig. (2-tailed)	.927	.225	.048	.131	.677	.940	.169	.070	.000	.002	.000	.043	.220		.154	.910	.018	.435	.630	.763	.013
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.030	.082	-	.167	-	.217	.070	.104	-	.041	.187	.235	.474	-.254	1	.484	.218	.393	.334	.625	.394
K Correlation			.070		.023				.184												
15 Sig. (2-tailed)	.867	.651	.699	.352	.900	.225	.698	.566	.305	.821	.298	.188	.005	.154		.004	.224	.024	.057	.000	.023



N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	-	.156	.398	.112	.142	.255	.399	.354	.169	.135	.366	.020	-.020	.484	1	.502	.441	.110	.168	.452
K Correlation	.108	.021																			
16 Sig. (2-tailed)	.548	.908	.387	.022	.534	.430	.151	.021	.043	.348	.455	.036	.914	.910	.004		.003	.010	.543	.351	.008
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.029	.385	.118	.052	.156	.460	.248	.413	.188	.396	.361	-.062	.410	.218	.502	1	.628	.352	.228	.494
K Correlation	.147																				
17 Sig. (2-tailed)	.415	.874	.027	.512	.772	.387	.007	.163	.017	.294	.022	.039	.734	.018	.224	.003		.000	.045	.202	.004
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.199	.389	.181	.336	.132	.546	.658	.359	.303	.138	.516	.265	-.045	.141	.393	.441	.628	1	-.039	.243	.681
K Correlation																					
18 Sig. (2-tailed)	.267	.025	.313	.056	.462	.001	.000	.040	.087	.444	.002	.136	.803	.435	.024	.010	.000		.830	.174	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	-	.291	.169	.219	.082	-	.203	-	.396	.360	.616	.423	.087	.334	.110	.352	-.039	1	.558	.304
K Correlation	.445	.173					.004		.027												
19 Sig. (2-tailed)	.010	.336	.100	.346	.220	.652	.982	.258	.882	.022	.040	.000	.014	.630	.057	.543	.045	.830		.001	.086
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-	.256	.247	.259	.335	.366	-	.223	-	.508	.439	.506	.646	.055	.625	.168	.228	.243	.558	1	.561
K Correlation	.078																				
20 Sig. (2-tailed)	.666	.151	.167	.146	.057	.036	.538	.212	.444	.003	.011	.003	.000	.763	.000	.351	.202	.174	.001		.001
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.151	.659	.440	.679	.558	.631	.530	.528	.436	.588	.741	.630	.531	.428	.394	.452	.494	.681	.304	.561	1
K Correlation																					
Sig. (2-tailed)	.402	.000	.010	.000	.001	.000	.002	.002	.011	.000	.000	.000	.001	.013	.023	.008	.004	.000	.086	.001	
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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

4b. Kepuasan Kerja (2)

Correlations

	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20	KK
K Pearson	1	.301	.439	.550	.542	.364	.092	.051	.173	.311	.048	.406	.217	.082	-.021	.029	.389	-.173	.256	.592
K Correlation																				
2 Sig. (2-tailed)		.089	.011	.001	.001	.037	.610	.779	.336	.078	.793	.019	.225	.651	.908	.874	.025	.336	.151	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.301	1	.307	.230	-.086	.079	.049	.055	.618	.301	.489	.187	.347	-.070	.156	.385	.181	.291	.247	.428
K Correlation																				
3 Sig. (2-tailed)	.089		.082	.198	.634	.663	.786	.761	.000	.089	.004	.298	.048	.699	.387	.027	.313	.100	.167	.013
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.439	.307	1	.431	.248	.175	.586	.496	.550	.594	.569	.474	.268	.167	.398	.118	.336	.169	.259	.711
K Correlation																				
4 Sig. (2-tailed)	.011	.082		.012	.165	.329	.000	.003	.001	.000	.001	.005	.131	.352	.022	.512	.056	.346	.146	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.550	.230	.431	1	.530	.092	.343	.143	.323	.306	.336	.324	.075	-.023	.112	.052	.132	.219	.335	.586
K Correlation																				
5 Sig. (2-tailed)	.001	.198	.012		.002	.611	.051	.429	.066	.083	.056	.066	.677	.900	.534	.772	.462	.220	.057	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.542	-.086	.248	.530	1	.493	.304	.103	.077	.350	.230	.186	-.014	.217	.142	.156	.546	.082	.366	.605
K Correlation																				
6 Sig. (2-tailed)	.001	.634	.165	.002		.004	.085	.568	.671	.046	.198	.300	.940	.225	.430	.387	.001	.652	.036	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.364	.079	.175	.092	.493	1	.208	.370	.073	.332	.115	-.084	.245	.070	.255	.460	.658	-.004	-.111	.503
K Correlation																				
7 Sig. (2-tailed)	.037	.663	.329	.611	.004		.246	.034	.687	.059	.523	.641	.169	.698	.151	.007	.000	.982	.538	.003
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.092	.049	.586	.343	.304	.208	1	.553	.477	.627	.411	.103	.319	.104	.399	.248	.359	.203	.223	.592
K Correlation																				
8 Sig. (2-tailed)	.610	.786	.000	.051	.085	.246		.001	.005	.000	.017	.567	.070	.566	.021	.163	.040	.258	.212	.000
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

K K 9	Pearson Correlation Sig. (2-tailed)	.051 .779 33	.055 .761 33	.496 .003 33	.143 .429 33	.103 .568 33	.370 .034 33	.553 .001 33	1 .019 33	.408 .001 33	.557 .007 33	.461 .521 33	.116 .000 33	.665 .305 33	-.184 .043 33	.354 .017 33	.413 .087 33	.303 .882 33	-.027 .444 33	-.138 .005 33	.479
K K 10	Pearson Correlation Sig. (2-tailed)	.173 .336 33	.618 .000 33	.550 .001 33	.323 .066 33	.077 .671 33	.073 .687 33	.477 .005 33	.408 .019 33	1 .000 33	.653 .000 33	.714 .000 33	.459 .007 33	.528 .002 33	.041 .821 33	.169 .348 33	.188 .294 33	.138 .444 33	.396 .022 33	.508 .003 33	.623
K K 11	Pearson Correlation Sig. (2-tailed)	.311 .078 33	.301 .089 33	.594 .000 33	.306 .083 33	.350 .046 33	.332 .059 33	.627 .000 33	.557 .001 33	.653 .000 33	1 .000 33	.657 .016 33	.416 .000 33	.656 .298 33	.187 .455 33	.135 .022 33	.396 .002 33	.516 .002 33	.360 .040 33	.439 .011 33	.774
K K 12	Pearson Correlation Sig. (2-tailed)	.048 .793 33	.489 .004 33	.569 .001 33	.336 .056 33	.230 .198 33	.115 .523 33	.411 .017 33	.461 .007 33	.714 .000 33	.657 .000 33	1 .004 33	.493 .043 33	.354 .188 33	.235 .036 33	.366 .039 33	.361 .136 33	.265 .000 33	.616 .003 33	.506 .000 33	.681
K K 13	Pearson Correlation Sig. (2-tailed)	.406 .019 33	.187 .298 33	.474 .005 33	.324 .066 33	.186 .300 33	-.084 .641 33	.103 .567 33	.116 .521 33	.459 .007 33	.416 .016 33	.493 .004 33	1 .220 33	.220 .005 33	.474 .914 33	.020 .734 33	-.062 .803 33	-.045 .014 33	.423 .000 33	.646 .000 33	.525
K K 14	Pearson Correlation Sig. (2-tailed)	.217 .225 33	.347 .048 33	.268 .131 33	.075 .677 33	-.014 .940 33	.245 .169 33	.319 .070 33	.665 .000 33	.528 .002 33	.656 .000 33	.354 .043 33	.220 .220 33	1 .154 33	-.254 .910 33	-.020 .018 33	.410 .435 33	.141 .630 33	.087 .630 33	.055 .763 33	.431
K K 15	Pearson Correlation Sig. (2-tailed)	.082 .651 33	-.070 .699 33	.167 .352 33	-.023 .900 33	.217 .225 33	.070 .698 33	.104 .566 33	-.184 .305 33	.041 .821 33	.187 .298 33	.235 .188 33	.474 .005 33	-.254 .154 33	1 .004 33	.484 .224 33	.218 .024 33	.393 .024 33	.334 .057 33	.625 .000 33	.394
K K 16	Pearson Correlation Sig. (2-tailed)	-.021 .908 33	.156 .387 33	.398 .022 33	.112 .534 33	.142 .430 33	.255 .151 33	.399 .021 33	.354 .043 33	.169 .348 33	.135 .455 33	.366 .036 33	.020 .914 33	-.020 .910 33	.484 .004 33	1 .003 33	.502 .010 33	.441 .543 33	.110 .351 33	.168 .351 33	.475

K Pearson	.029	.385*	.118	.052	.156	.460*	.248	.413	.188	.396*	.361*	-.062	.410	.218	.502*	1	.628*	.352*	.228	.523*
K Correlation																				
1 Sig. (2-tailed)	.874	.027	.512	.772	.387	.007	.163	.017	.294	.022	.039	.734	.018	.224	.003		.000	.045	.202	.002
7 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.389*	.181	.336	.132	.546*	.658*	.359	.303	.138	.516*	.265	-.045	.141	.393	.441*	.628*	1	-.039	.243	.656*
K Correlation																				
1 Sig. (2-tailed)	.025	.313	.056	.462	.001	.000	.040	.087	.444	.002	.136	.803	.435	.024	.010	.000		.830	.174	.000
8 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	-.173	.291	.169	.219	.082	-	.203	-	.396*	.360*	.616*	.423	.087	.334	.110	.352	-.039	1	.558*	.380
K Correlation						.004		.027												
1 Sig. (2-tailed)	.336	.100	.346	.220	.652	.982	.258	.882	.022	.040	.000	.014	.630	.057	.543	.045	.830		.001	.029
9 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.256	.247	.259	.335	.366	-	.223	-	.508	.439	.506	.646	.055	.625	.168	.228	.243	.558*	1	.581
K Correlation						.111		.138												
2 Sig. (2-tailed)	.151	.167	.146	.057	.036	.538	.212	.444	.003	.011	.003	.000	.763	.000	.351	.202	.174	.001		.000
0 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson	.592	.428	.711*	.586	.605	.503	.592	.479	.623	.774	.681	.525	.431	.394	.475	.523	.656	.380	.581	1
K Correlation																				
Sig. (2-tailed)	.000	.013	.000	.000	.000	.003	.000	.005	.000	.000	.000	.002	.012	.023	.005	.002	.000	.029	.000	
N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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

4c. Komitmen Organisasi (1)

Correlations

	KO1	KO2	KO3	KO4	KO5	KO6	KO7	KO8	KO9	KO10	KO11	KO12	KO13	KO14	KO15	KO
K Pearson Correlation	1	.454	-.258	.578	.599	.454	-.275	.208	.028	.105	-.080	-.090	.111	.243	.084	.365
O Sig. (2-tailed)		.008	.147	.000	.000	.008	.121	.246	.877	.561	.658	.617	.540	.172	.642	.037
1 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.454	1	-.293	.543	.580	.371	-.350	.700	-.210	.259	-.013	.005	.392	.255	-.073	.379
O Sig. (2-tailed)	.008		.098	.001	.000	.033	.046	.000	.241	.146	.943	.978	.024	.152	.687	.029
2 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	-.258	-.293	1	-.394	-.448	.021	.386	.051	.474	-.259	.374	.330	-.148	.251	.406	.357
O Sig. (2-tailed)	.147	.098		.023	.009	.906	.027	.777	.005	.146	.032	.060	.412	.160	.019	.041
3 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.578	.543	-.394	1	.814	.314	-.082	.331	-.122	.346	-.038	.037	.365	.348	-.011	.497
O Sig. (2-tailed)	.000	.001	.023		.000	.076	.651	.060	.497	.048	.833	.836	.037	.047	.953	.003
4 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.599	.580	-.448	.814	1	.404	-.266	.282	-.094	.196	.058	-.007	.249	.126	.009	.408
O Sig. (2-tailed)	.000	.000	.009	.000		.020	.135	.112	.602	.275	.750	.969	.163	.484	.961	.019
5 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.454	.371	.021	.314	.404	1	-.170	.324	.021	.116	-.060	-.135	.148	.482	.063	.366
O Sig. (2-tailed)	.008	.033	.906	.076	.020		.344	.065	.908	.519	.740	.455	.412	.004	.728	.036
6 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	-.275	-.350	.386	-.082	-.266	-.170	1	-.192	.504	-.118	.071	.420	-.291	-.141	.423	.286
O Sig. (2-tailed)	.121	.046	.027	.651	.135	.344		.286	.003	.511	.696	.015	.100	.434	.014	.107
7 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.208	.700	.051	.331	.282	.324	-.192	1	-.029	.278	.307	.313	.353	.235	.091	.517
O Sig. (2-tailed)	.246	.000	.777	.060	.112	.065	.286		.874	.117	.082	.076	.044	.188	.614	.002
8 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
K Pearson Correlation	.028	-.210	.474	-.122	-.094	.021	.504	-.029	1	-.234	.547	.386	-.099	.177	.598	.569
O Sig. (2-tailed)	.877	.241	.005	.497	.602	.908	.003	.874		.191	.001	.026	.582	.324	.000	.001
9 N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

K	Pearson Correlation	.105	.259	-.259	.346*	.196	.116	-.118	.278	-.234	1	-.186	-.028	-.018	.224	-.252	.110
O	Sig. (2-tailed)	.561	.146	.146	.048	.275	.519	.511	.117	.191		.299	.879	.921	.210	.157	.542
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
0																	
K	Pearson Correlation	-.080	-.013	.374*	-.038	.058	-.060	.071	.307	.547**	-.186	1	.607**	.089	-.004	.571**	.584**
O	Sig. (2-tailed)	.658	.943	.032	.833	.750	.740	.696	.082	.001	.299		.000	.624	.983	.001	.000
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
1																	
K	Pearson Correlation	-.090	.005	.330	.037	-.007	-.135	.420	.313	.386	-.028	.607**	1	.042	-.019	.629	.638
O	Sig. (2-tailed)	.617	.978	.060	.836	.969	.455	.015	.076	.026	.879	.000		.816	.916	.000	.000
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
2																	
K	Pearson Correlation	.111	.392*	-.148	.365	.249	.148	-.291	.353	-.099	-.018	.089	.042	1	.453**	-.093	.282
O	Sig. (2-tailed)	.540	.024	.412	.037	.163	.412	.100	.044	.582	.921	.624	.816		.008	.607	.111
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
3																	
K	Pearson Correlation	.243	.255	.251	.348	.126	.482	-.141	.235	.177	.224	-.004	-.019	.453	1	.070	.493
O	Sig. (2-tailed)	.172	.152	.160	.047	.484	.004	.434	.188	.324	.210	.983	.916	.008		.700	.004
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
4																	
K	Pearson Correlation	.084	-.073	.406	-.011	.009	.063	.423	.091	.598	-.252	.571	.629	-.093	.070	1	.669
O	Sig. (2-tailed)	.642	.687	.019	.953	.961	.728	.014	.614	.000	.157	.001	.000	.607	.700		.000
1	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33
5																	
K	Pearson Correlation	.365	.379	.357	.497	.408	.366	.286	.517	.569	.110	.584	.638	.282	.493	.669	1
O	Sig. (2-tailed)	.037	.029	.041	.003	.019	.036	.107	.002	.001	.542	.000	.000	.111	.004	.000	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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

4d. Komitmen Organisasi (2)

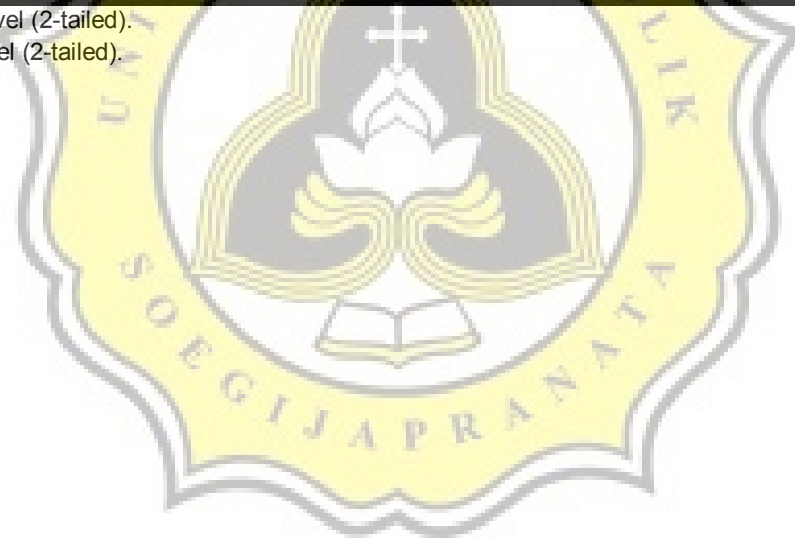
Correlations

	KO1	KO2	KO3	KO4	KO5	KO6	KO8	KO9	KO11	KO12	KO14	KO15	KO
KO 1 Pearson Correlation	1	.454**	-.258	.578**	.599**	.454**	.208	.028	-.080	-.090	.243	.084	.413
KO 1 Sig. (2-tailed)		.008	.147	.000	.000	.008	.246	.877	.658	.617	.172	.642	.017
KO 1 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 2 Pearson Correlation	.454**	1	-.293	.543**	.580**	.371**	.700**	-.210	-.013	.005	.255	-.073	.391
KO 2 Sig. (2-tailed)	.008		.098	.001	.000	.033	.000	.241	.943	.978	.152	.687	.025
KO 2 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 3 Pearson Correlation	-.258	-.293	1	-.394**	-.448**	.021	.051	.474**	.374**	.330	.251	.406**	.369
KO 3 Sig. (2-tailed)	.147	.098		.023	.009	.906	.777	.005	.032	.060	.160	.019	.034
KO 3 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 4 Pearson Correlation	.578**	.543**	-.394**	1	.814**	.314	.331	-.122	-.038	.037	.348**	-.011	.465**
KO 4 Sig. (2-tailed)	.000	.001	.023		.000	.076	.060	.497	.833	.836	.047	.953	.006
KO 4 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 5 Pearson Correlation	.599**	.580**	-.448**	.814**	1	.404	.282	-.094	.058	-.007	.126	.009	.431
KO 5 Sig. (2-tailed)	.000	.000	.009	.000		.020	.112	.602	.750	.969	.484	.961	.012
KO 5 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 6 Pearson Correlation	.454**	.371**	.021	.314	.404	1	.324	.021	-.060	-.135	.482**	.063	.391
KO 6 Sig. (2-tailed)	.008	.033	.906	.076	.020		.065	.908	.740	.455	.004	.728	.025
KO 6 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 8 Pearson Correlation	.208	.700**	.051	.331	.282	.324	1	-.029	.307	.313	.235	.091	.515**
KO 8 Sig. (2-tailed)	.246	.000	.777	.060	.112	.065		.874	.082	.076	.188	.614	.002
KO 8 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 9 Pearson Correlation	.028	-.210	.474**	-.122	-.094	.021	-.029	1	.547**	.386	.177	.598**	.570**
KO 9 Sig. (2-tailed)	.877	.241	.005	.497	.602	.908	.874		.001	.026	.324	.000	.001
KO 9 N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 11 Pearson Correlation	-.080	-.013	.374**	-.038	.058	-.060	.307	.547**	1	.607**	-.004	.571**	.630**
KO 11 Sig. (2-tailed)	.658	.943	.032	.833	.750	.740	.082	.001		.000	.983	.001	.000
KO 11 N	33	33	33	33	33	33	33	33	33	33	33	33	33

KO 12	Pearson Correlation	-.090	.005	.330	.037	-.007	-.135	.313	.386	.607**	1	-.019	.629**	.617**
	Sig. (2-tailed)	.617	.978	.060	.836	.969	.455	.076	.026	.000		.916	.000	.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 14	Pearson Correlation	.243	.255	.251	.348	.126	.482**	.235	.177	-.004	-.019	1	.070	.477*
	Sig. (2-tailed)	.172	.152	.160	.047	.484	.004	.188	.324	.983	.916		.700	.005
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO 15	Pearson Correlation	.084	-.073	.406	-.011	.009	.063	.091	.598**	.571**	.629**	.070	1	.691
	Sig. (2-tailed)	.642	.687	.019	.953	.961	.728	.614	.000	.001	.000	.700		.000
	N	33	33	33	33	33	33	33	33	33	33	33	33	33
KO	Pearson Correlation	.413	.391	.369	.465**	.431	.391	.515	.570	.630	.617	.477*	.691	1
	Sig. (2-tailed)	.017	.025	.034	.006	.012	.025	.002	.001	.000	.000	.005	.000	
	N	33	33	33	33	33	33	33	33	33	33	33	33	33

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

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





4e. Turnover Intention

Correlations

		T11	T12	T13	TI
T11	Pearson Correlation	1	.770**	.772**	.886**
	Sig. (2-tailed)		.000	.000	.000
	N	33	33	33	33
T12	Pearson Correlation	.770**	1	.985**	.975**
	Sig. (2-tailed)	.000		.000	.000
	N	33	33	33	33
T13	Pearson Correlation	.772**	.985**	1	.976**
	Sig. (2-tailed)	.000	.000		.000
	N	33	33	33	33
TI	Pearson Correlation	.886**	.975**	.976**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	33	33	33	33

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



## Lampiran 5. Uji Reliabilitas

### 5a. Kepuasan Kerja

**Case Processing Summary**

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	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
.853	.881	19

**Item Statistics**

	Mean	Std. Deviation	N
KK2	4.85	1.202	33
KK3	5.12	.485	33
KK4	5.06	.788	33
KK5	4.82	1.044	33
KK6	5.52	.795	33
KK7	4.97	.918	33
KK8	5.39	.556	33
KK9	5.39	.496	33
KK10	5.06	.496	33
KK11	5.24	.435	33
KK12	5.12	.331	33
KK13	4.94	.429	33
KK14	5.42	.614	33
KK15	4.73	.839	33
KK16	5.09	.678	33
KK17	5.30	.467	33
KK18	5.30	.637	33
KK19	4.94	.496	33
KK20	4.88	.650	33

Inter-Item Correlation Matrix

	KK2	KK3	KK4	KK5	KK6	KK7	KK8	KK9	KK10	KK11	KK12	KK13	KK14	KK15	KK16	KK17	KK18	KK19	KK20
KK2	1.000	.301	.439	.550	.542	.364	.092	.051	.173	.311	.048	.406	.217	.082	-.021	.029	.389	-.173	.256
KK3	.301	1.000	.307	.230	-.086	.079	.049	.055	.618	.301	.489	.187	.347	-.070	.156	.385	.181	.291	.247
KK4	.439	.307	1.000	.431	.248	.175	.586	.496	.550	.594	.569	.474	.268	.167	.398	.118	.336	.169	.259
KK5	.550	.230	.431	1.000	.530	.092	.343	.143	.323	.306	.336	.324	.075	-.023	.112	.052	.132	.219	.335
KK6	.542	-.086	.248	.530	1.000	.493	.304	.103	.077	.350	.230	.186	-.014	.217	.142	.156	.546	.082	.366
KK7	.364	.079	.175	.092	.493	1.000	.208	.370	.073	.332	.115	-.084	.245	.070	.255	.460	.658	-.004	-.111
KK8	.092	.049	.586	.343	.304	.208	1.000	.553	.477	.627	.411	.103	.319	.104	.399	.248	.359	.203	.223
KK9	.051	.055	.496	.143	.103	.370	.553	1.000	.408	.557	.461	.116	.665	-.184	.354	.413	.303	-.027	-.138
KK10	.173	.618	.550	.323	.077	.073	.477	.408	1.000	.653	.714	.459	.528	.041	.169	.188	.138	.396	.508
KK11	.311	.301	.594	.306	.350	.332	.627	.557	.653	1.000	.657	.416	.656	.187	.135	.396	.516	.360	.439
KK12	.048	.489	.569	.336	.230	.115	.411	.461	.714	.657	1.000	.493	.354	.235	.366	.361	.265	.616	.506
KK13	.406	.187	.474	.324	.186	-.084	.103	.116	.459	.416	.493	1.000	.220	.474	.020	-.062	-.045	.423	.646
KK14	.217	.347	.268	.075	-.014	.245	.319	.665	.528	.656	.354	.220	1.000	-.254	-.020	.410	.141	.087	.055
KK15	.082	-.070	.167	-.023	.217	.070	.104	-.184	.041	.187	.235	.474	-.254	1.000	.484	.218	.393	.334	.625
KK16	-.021	.156	.398	.112	.142	.255	.399	.354	.169	.135	.366	.020	-.020	.484	1.000	.502	.441	.110	.168
KK17	.029	.385	.118	.052	.156	.460	.248	.413	.188	.396	.361	-.062	.410	.218	.502	1.000	.628	.352	.228
KK18	.389	.181	.336	.132	.546	.658	.359	.303	.138	.516	.265	-.045	.141	.393	.441	.628	1.000	-.039	.243
KK19	-.173	.291	.169	.219	.082	-.004	.203	-.027	.396	.360	.616	.423	.087	.334	.110	.352	-.039	1.000	.558
KK20	.256	.247	.259	.335	.366	-.111	.223	-.138	.508	.439	.506	.646	.055	.625	.168	.228	.243	.558	1.000

**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
KK2	92.30	38.530	.459	.	.852
KK3	92.03	44.218	.367	.	.849
KK4	92.09	39.773	.646	.	.836
KK5	92.33	39.542	.471	.	.847
KK6	91.64	40.864	.524	.	.842
KK7	92.18	41.341	.393	.	.850
KK8	91.76	42.627	.535	.	.843
KK9	91.76	43.814	.420	.	.848
KK10	92.09	42.835	.576	.	.843
KK11	91.91	42.398	.747	.	.839
KK12	92.03	43.843	.653	.	.844
KK13	92.21	43.922	.478	.	.847
KK14	91.73	43.580	.353	.	.850
KK15	92.42	43.002	.283	.	.855
KK16	92.06	42.871	.393	.	.848
KK17	91.85	43.695	.471	.	.846
KK18	91.85	41.508	.598	.	.840
KK19	92.21	44.485	.316	.	.851
KK20	92.27	42.080	.512	.	.843

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
97.15	46.820	6.843	19

## 5b. Komitmen Organisasi

### Case Processing Summary

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	100.0

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

### Reliability Statistics

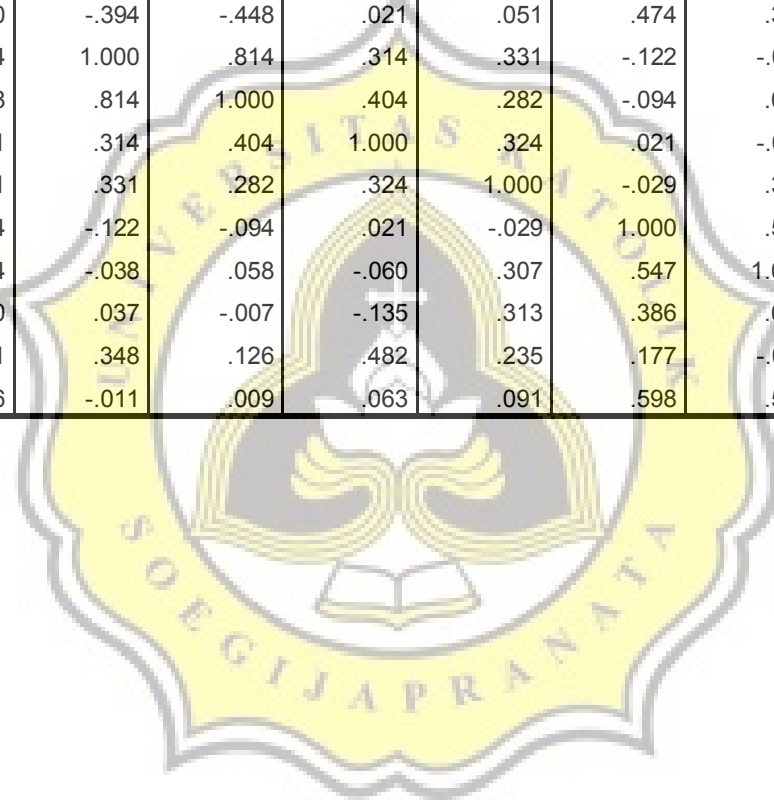
Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.704	.742	12

### Item Statistics

	Mean	Std. Deviation	N
KO1	5.18	.584	33
KO2	4.97	.728	33
KO3	4.55	1.092	33
KO4	4.42	1.062	33
KO5	4.79	.650	33
KO6	5.15	.364	33
KO8	4.97	.305	33
KO9	3.76	.867	33
KO11	3.73	.911	33
KO12	4.12	1.023	33
KO14	4.88	.820	33
KO15	5.03	1.159	33

Inter-Item Correlation Matrix

	KO1	KO2	KO3	KO4	KO5	KO6	KO8	KO9	KO11	KO12	KO14	KO15
KO1	1.000	.454	-.258	.578	.599	.454	.208	.028	-.080	-.090	.243	.084
KO2	.454	1.000	-.293	.543	.580	.371	.700	-.210	-.013	.005	.255	-.073
KO3	-.258	-.293	1.000	-.394	-.448	.021	.051	.474	.374	.330	.251	.406
KO4	.578	.543	-.394	1.000	.814	.314	.331	-.122	-.038	.037	.348	-.011
KO5	.599	.580	-.448	.814	1.000	.404	.282	-.094	.058	-.007	.126	.009
KO6	.454	.371	.021	.314	.404	1.000	.324	.021	-.060	-.135	.482	.063
KO8	.208	.700	.051	.331	.282	.324	1.000	-.029	.307	.313	.235	.091
KO9	.028	-.210	.474	-.122	-.094	.021	-.029	1.000	.547	.386	.177	.598
KO11	-.080	-.013	.374	-.038	.058	-.060	.307	.547	1.000	.607	-.004	.571
KO12	-.090	.005	.330	.037	-.007	-.135	.313	.386	.607	1.000	-.019	.629
KO14	.243	.255	.251	.348	.126	.482	.235	.177	-.004	-.019	1.000	.070
KO15	.084	-.073	.406	-.011	.009	.063	.091	.598	.571	.629	.070	1.000

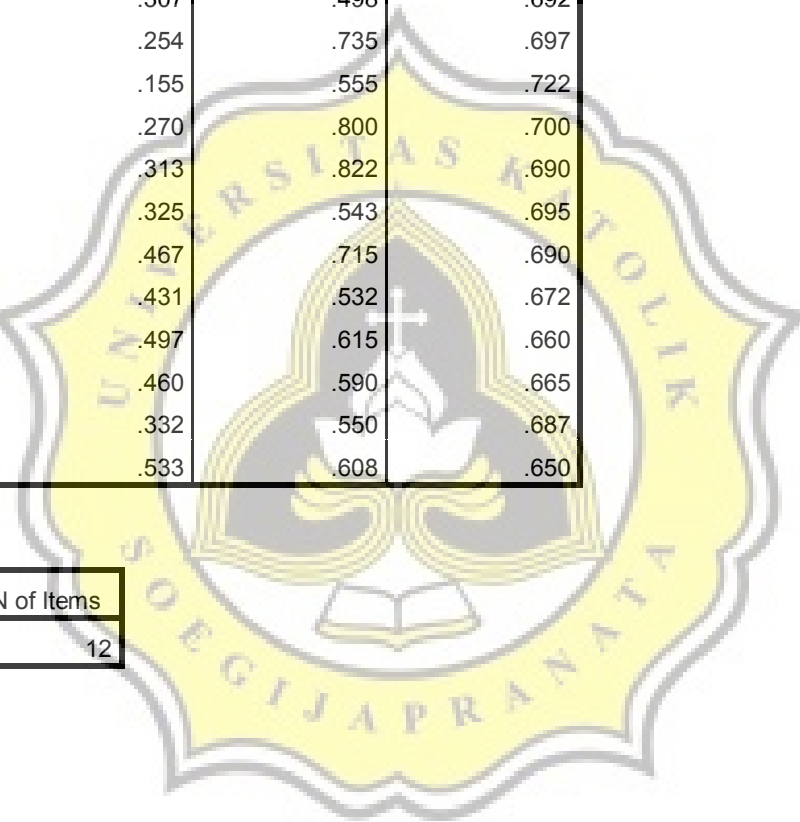


**Item-Total Statistics**

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Squared Multiple Correlation	Cronbach's Alpha if Item Deleted
KO1	50.36	21.926	.307	.498	.692
KO2	50.58	21.689	.254	.735	.697
KO3	51.00	21.188	.155	.555	.722
KO4	51.12	20.235	.270	.800	.700
KO5	50.76	21.627	.313	.822	.690
KO6	50.39	22.684	.325	.543	.695
KO8	50.58	22.502	.467	.715	.690
KO9	51.79	19.860	.431	.532	.672
KO11	51.82	19.153	.497	.615	.660
KO12	51.42	18.814	.460	.590	.665
KO14	50.67	20.792	.332	.550	.687
KO15	50.52	17.445	.533	.608	.650

**Scale Statistics**

Mean	Variance	Std. Deviation	N of Items
55.55	23.943	4.893	12



5c. Turnover Intention

**Case Processing Summary**

		N	%
Cases	Valid	33	100.0
	Excluded <sup>a</sup>	0	.0
	Total	33	100.0

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

**Item Statistics**

	Mean	Std. Deviation	N
T11	3.52	.870	33
T12	3.73	1.008	33
T13	3.70	.984	33

**Reliability Statistics**

Cronbach's Alpha	Cronbach's Alpha Based on Standardized Items	N of Items
.942	.941	3

**Inter-Item Correlation Matrix**

	T11	T12	T13
T11	1.000	.770	.772
T12	.770	1.000	.985
T13	.772	.985	1.000

**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
T11	7.42	3.939	.774	.599	.992
T12	7.21	3.047	.939	.971	.868
T13	7.24	3.127	.942	.971	.865

**Scale Statistics**

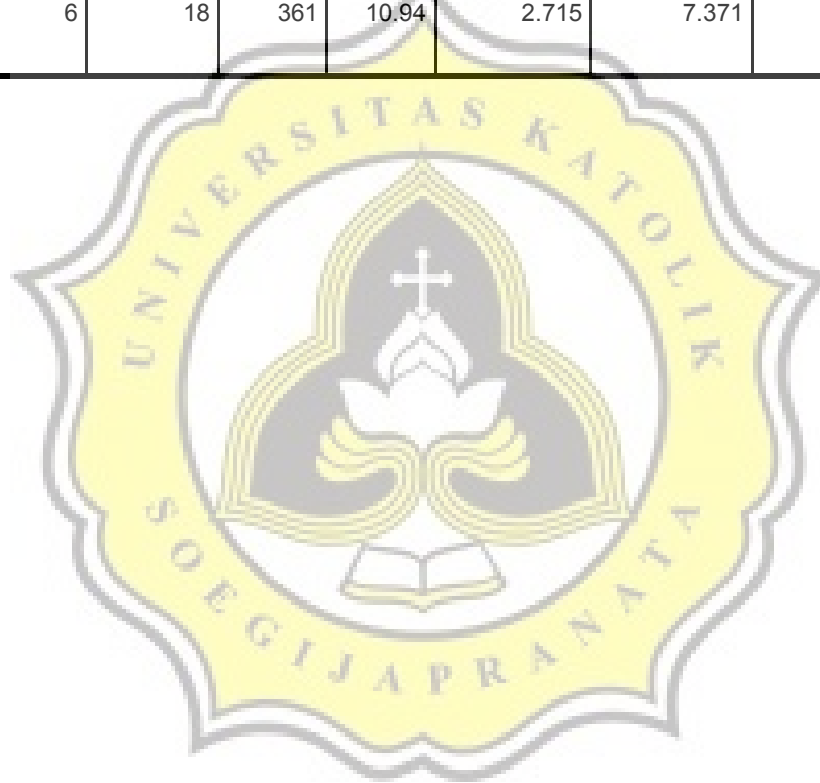
Mean	Variance	Std. Deviation	N of Items
10.94	7.371	2.715	3



**Lampiran 6. Statistik Deskriptif**

**Descriptive Statistics**

	N	Range	Minimum	Maximum	Sum	Mean	Std. Deviation	Variance	Skewness		Kurtosis	
	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Std. Error
KK	33	33	82	115	3206	97.15	6.843	46.820	.806	.409	1.281	.798
KO	33	18	48	66	1833	55.55	4.893	23.943	.097	.409	-.962	.798
TI	33	12	6	18	361	10.94	2.715	7.371	.906	.409	.479	.798
Valid N (listwise)	33											



## Lampiran 7. Compare Mean

### 7a. Jenis Kelamin

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Jenis Kelamin	33	100.0%	0	.0%	33	100.0%
KO * Jenis Kelamin	33	100.0%	0	.0%	33	100.0%
TI * Jenis Kelamin	33	100.0%	0	.0%	33	100.0%

**Report**

Jenis Kelamin		KK	KO	TI
Pria	Mean	96.29	56.00	10.36
	N	14	14	14
	Std. Deviation	4.268	5.204	2.098
Wanita	Mean	97.79	55.21	11.37
	N	19	19	19
	Std. Deviation	8.310	4.768	3.077
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

### 7b. Umur

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Umur	33	100.0%	0	.0%	33	100.0%
KO * Umur	33	100.0%	0	.0%	33	100.0%
TI * Umur	33	100.0%	0	.0%	33	100.0%

**Report**

Umur		KK	KO	TI
< 21 tahun	Mean	93.50	50.00	13.50
	N	2	2	2
	Std. Deviation	.707	2.828	2.121
21-30 tahun	Mean	98.14	56.14	11.14
	N	22	22	22
	Std. Deviation	7.791	5.213	3.028
31-40 tahun	Mean	98.00	56.50	9.50
	N	4	4	4
	Std. Deviation	5.944	5.260	1.732
41-50 tahun	Mean	93.00	52.00	10.00
	N	1	1	1
	Std. Deviation	.	.	.
51-60 tahun	Mean	94.00	53.50	9.50
	N	2	2	2
	Std. Deviation	1.414	2.121	.707
> 61 tahun	Mean	93.50	56.50	11.00
	N	2	2	2
	Std. Deviation	.707	2.121	1.414
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7c. Pendidikan

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Pendidikan	33	100.0%	0	.0%	33	100.0%
KO * Pendidikan	33	100.0%	0	.0%	33	100.0%
TI * Pendidikan	33	100.0%	0	.0%	33	100.0%

**Report**

Pendidikan		KK	KO	TI
D3	Mean	95.75	55.50	11.00
	N	8	8	8
	Std. Deviation	5.064	4.751	2.673
S1	Mean	97.96	55.48	10.91
	N	23	23	23
	Std. Deviation	7.571	5.230	2.891
S2	Mean	93.50	56.50	11.00
	N	2	2	2
	Std. Deviation	.707	2.121	1.414
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7d. Status

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Status	33	100.0%	0	.0%	33	100.0%
KO * Status	33	100.0%	0	.0%	33	100.0%
TI * Status	33	100.0%	0	.0%	33	100.0%

**Report**

Status		KK	KO	TI
Belum Kawin	Mean	97.48	55.17	11.43
	N	23	23	23
	Std. Deviation	7.609	4.933	3.028
Kawin	Mean	93.57	54.29	10.29
	N	7	7	7
	Std. Deviation	1.618	3.546	1.254
Kawin Anak 1	Mean	104.00	66.00	9.00
	N	1	1	1
	Std. Deviation	.	.	.
Kawin Anak 2	Mean	102.50	59.00	8.50
	N	2	2	2
	Std. Deviation	3.536	2.828	.707
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7e. Jabatan

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Jabatan	33	100.0%	0	.0%	33	100.0%
KO * Jabatan	33	100.0%	0	.0%	33	100.0%
TI * Jabatan	33	100.0%	0	.0%	33	100.0%

**Report**

Jabatan		KK	KO	TI
Senior	Mean	97.50	56.00	10.88
	N	8	8	8
	Std. Deviation	4.870	5.071	2.997
Junior	Mean	97.35	55.30	10.96
	N	23	23	23
	Std. Deviation	7.697	5.121	2.788
Partner	Mean	93.50	56.50	11.00
	N	2	2	2
	Std. Deviation	.707	2.121	1.414
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7f. Lama Menjabat

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Lama Menjabat	33	100.0%	0	.0%	33	100.0%
KO * Lama Menjabat	33	100.0%	0	.0%	33	100.0%
TI * Lama Menjabat	33	100.0%	0	.0%	33	100.0%

**Report**

Lama Menjabat		KK	KO	TI
< 1 tahun	Mean	95.00	60.00	6.00
	N	1	1	1
	Std. Deviation	.	.	.
1-2 tahun	Mean	96.94	54.83	11.50
	N	18	18	18
	Std. Deviation	7.296	4.579	2.749
3-4 tahun	Mean	99.14	55.86	11.29
	N	7	7	7
	Std. Deviation	8.552	6.283	3.200
5-6 tahun	Mean	104.00	66.00	9.00
	N	1	1	1
	Std. Deviation	.	.	.
7-8 tahun	Mean	95.33	54.67	9.67
	N	3	3	3
	Std. Deviation	4.041	2.517	.577
9-10 tahun	Mean	94.00	55.00	10.33
	N	3	3	3
	Std. Deviation	1.000	3.000	1.528
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7g. Pengalaman Kerja

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Pengalaman Kerja	33	100.0%	0	.0%	33	100.0%
KO * Pengalaman Kerja	33	100.0%	0	.0%	33	100.0%
TI * Pengalaman Kerja	33	100.0%	0	.0%	33	100.0%

**Report**

Pengalaman Kerja		KK	KO	TI
1-5 tahun	Mean	96.05	55.10	11.43
	N	21	21	21
	Std. Deviation	6.734	4.805	2.821
6-10 tahun	Mean	103.50	57.83	10.17
	N	6	6	6
	Std. Deviation	7.064	6.853	3.371
31-35 tahun	Mean	96.50	54.50	9.50
	N	2	2	2
	Std. Deviation	4.950	3.536	.707
36-40 tahun	Mean	93.75	55.00	10.25
	N	4	4	4
	Std. Deviation	.957	2.449	1.258
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

7h. Lama Bekerja

**Case Processing Summary**

	Cases					
	Included		Excluded		Total	
	N	Percent	N	Percent	N	Percent
KK * Lama Kerja	33	100.0%	0	.0%	33	100.0%
KO * Lama Kerja	33	100.0%	0	.0%	33	100.0%
TI * Lama Kerja	33	100.0%	0	.0%	33	100.0%

**Report**

Lama Kerja		KK	KO	TI
1-5 tahun	Mean	97.58	55.42	11.42
	N	24	24	24
	Std. Deviation	7.717	4.969	3.006
6-10 tahun	Mean	96.25	55.63	9.38
	N	8	8	8
	Std. Deviation	3.919	5.236	.518
11-15 tahun	Mean	94.00	58.00	12.00
	N	1	1	1
	Std. Deviation	.	.	.
Total	Mean	97.15	55.55	10.94
	N	33	33	33
	Std. Deviation	6.843	4.893	2.715

## Lampiran 8. Uji Normalitas

### 8a. Kepuasan Kerja Terhadap *Turnover Intention*

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		33
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.35140356
Most Extreme Differences	Absolute	.204
	Positive	.204
	Negative	-.109
Kolmogorov-Smirnov Z		1.172
Asymp. Sig. (2-tailed)		.128

a. Test distribution is Normal.

b. Calculated from data.

### 8b. Kepuasan Kerja Terhadap Komitmen Organisasi

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		33
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	4.52210327
Most Extreme Differences	Absolute	.097
	Positive	.071
	Negative	-.097
Kolmogorov-Smirnov Z		.559
Asymp. Sig. (2-tailed)		.914

a. Test distribution is Normal.

b. Calculated from data.

### 8c. Kepuasan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention*

#### One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		33
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.30149913
Most Extreme Differences	Absolute	.108
	Positive	.108
	Negative	-.084
Kolmogorov-Smirnov Z		.621
Asymp. Sig. (2-tailed)		.836

a. Test distribution is Normal.

b. Calculated from data.



## Lampiran 9. Uji Multikolonieritas

### 9a. Kepuasan Kerja Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	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	.110 <sup>a</sup>	.012	-.020	2.742

a. Predictors: (Constant), KK

#### ANOVA<sup>b</sup>

Model		Sum of Squares	Df	Mean Square	F	Sig.
1	Regression	2.846	1	2.846	.379	.543 <sup>a</sup>
	Residual	233.032	31	7.517		
	Total	235.879	32			

a. Predictors: (Constant), KK

b. Dependent Variable: TI

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	6.705	6.898		.972	.339		
	KK	.044	.071	.110	.615	.543	1.000	1.000

a. Dependent Variable: TI

#### Coefficient Correlations<sup>a</sup>

Model		KK	
1	Correlations	KK	1.000
	Covariances	KK	.005

a. Dependent Variable: TI

#### Collinearity Diagnostics<sup>a</sup>

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	KK
1	1	1.998	1.000	.00	.00
	2	.002	28.871	1.00	1.00

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	KK
1	1	1.998	1.000	.00	.00
	2	.002	28.871	1.00	1.00

a. Dependent Variable: TI

**9b. Kepuasan Kerja Terhadap Komitmen Organisasi**

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>		Enter

a. All requested variables entered.

b. Dependent Variable: KO

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.382 <sup>a</sup>	.146	.118	4.594

a. Predictors: (Constant), KK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111.800	1	111.800	5.296	.028 <sup>a</sup>
	Residual	654.381	31	21.109		
	Total	766.182	32			

a. Predictors: (Constant), KK

b. Dependent Variable: KO

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	29.007	11.559		2.509	.018		
	KK	.273	.119	.382	2.301	.028	1.000	1.000

a. Dependent Variable: KO

**Coefficient Correlations<sup>a</sup>**

Model		KK	
1	Correlations	KK	1.000
	Covariances	KK	.014

a. Dependent Variable: KO

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions	
				(Constant)	KK
1	1	1.998	1.000	.00	.00
	2	.002	28.871	1.00	1.00

a. Dependent Variable: KO

9c. Kepuasan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KO, KK <sup>a</sup>	.	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	.540 <sup>a</sup>	.292	.244	2.360

a. Predictors: (Constant), KO, KK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.800	2	34.400	6.177	.006 <sup>a</sup>
	Residual	167.078	30	5.569		
	Total	235.879	32			

a. Predictors: (Constant), KO, KK

b. Dependent Variable: TI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	15.914	6.513		2.444	.021		
	KK	.130	.066	.328	1.975	.058	.854	1.171
	KO	-.317	.092	-.572	-3.441	.002	.854	1.171

a. Dependent Variable: TI

**Coefficient Correlations<sup>a</sup>**

Model			KO	KK
1	Correlations	KO	1.000	-.382
		KK	-.382	1.000
	Covariances	KO	.009	-.002
		KK	-.002	.004

a. Dependent Variable: TI

**Collinearity Diagnostics<sup>a</sup>**

Model	Dimension	Eigenvalue	Condition Index	Variance Proportions		
				(Constant)	KK	KO
1	1	2.993	1.000	.00	.00	.00
	2	.004	26.506	.14	.18	1.00
	3	.002	35.356	.86	.82	.00

a. Dependent Variable: TI



## Lampiran 10. Uji Heteroskedastisitas

### 10a. Kepuasan Kerja Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

#### Model Summary<sup>b</sup>

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.110 <sup>a</sup>	.012	-.020	2.742

a. Predictors: (Constant), KK

b. Dependent Variable: TI

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.846	1	2.846	.379	.543 <sup>a</sup>
	Residual	233.032	31	7.517		
	Total	235.879	32			

a. Predictors: (Constant), KK

b. Dependent Variable: TI

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.705	6.898		.972	.339
	KK	.044	.071	.110	.615	.543

a. Dependent Variable: TI

#### Residuals Statistics<sup>a</sup>

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	10.28	11.72	10.94	.298	33
Residual	-4.846	6.326	.000	2.699	33
Std. Predicted Value	-2.214	2.608	.000	1.000	33
Std. Residual	-1.767	2.307	.000	.984	33

a. Dependent Variable: TI

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: Lnu2i\_KKTl

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.226 <sup>a</sup>	.051	.020	1.95914

- a. Predictors: (Constant), KK  
 b. Dependent Variable: Lnu2i\_KKTl

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	6.400	1	6.400	1.668	.206 <sup>a</sup>
	Residual	118.985	31	3.838		
	Total	125.385	32			

- a. Predictors: (Constant), KK  
 b. Dependent Variable: Lnu2i\_KKTl

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	-5.395	4.929		-1.094	.282
	KK	.065	.051	.226	1.291	.206

- a. Dependent Variable: Lnu2i\_KKTl

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-.0352	2.1217	.9551	.44723	33
Residual	-6.65314	2.34169	.00000	1.92828	33
Std. Predicted Value	-2.214	2.608	.000	1.000	33
Std. Residual	-3.396	1.195	.000	.984	33

- a. Dependent Variable: Lnu2i\_KKTl

10b. Kepuasan Kerja Terhadap Komitmen Organisasi

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: KO

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.382 <sup>a</sup>	.146	.118	4.594

a. Predictors: (Constant), KK

b. Dependent Variable: KO

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111.800	1	111.800	5.296	.028 <sup>a</sup>
	Residual	654.381	31	21.109		
	Total	766.182	32			

a. Predictors: (Constant), KK

b. Dependent Variable: KO

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.007	11.559		2.509	.018
	KK	.273	.119	.382	2.301	.028

a. Dependent Variable: KO

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	51.41	60.42	55.55	1.869	33
Residual	-9.148	8.584	.000	4.522	33
Std. Predicted Value	-2.214	2.608	.000	1.000	33
Std. Residual	-1.991	1.868	.000	.984	33

a. Dependent Variable: KO

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: Lnu2i\_KKKO

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.048 <sup>a</sup>	.002	-.030	1.71514

a. Predictors: (Constant), KK

b. Dependent Variable: Lnu2i\_KKKO

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	.207	1	.207	.070	.793 <sup>a</sup>
	Residual	91.193	31	2.942		
	Total	91.400	32			

a. Predictors: (Constant), KK

b. Dependent Variable: Lnu2i\_KKKO

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	.970	4.315		.225	.824
	KK	.012	.044	.048	.265	.793

a. Dependent Variable: Lnu2i\_KKKO

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	1.9336	2.3215	2.1117	.08042	33
Residual	-4.40186	2.11733	.00000	1.68813	33
Std. Predicted Value	-2.214	2.608	.000	1.000	33
Std. Residual	-2.566	1.234	.000	.984	33

a. Dependent Variable: Lnu2i\_KKKO



10c. Kepuasan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KO, KK <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: TI

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.540 <sup>a</sup>	.292	.244	2.360

a. Predictors: (Constant), KO, KK

b. Dependent Variable: TI

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.800	2	34.400	6.177	.006 <sup>a</sup>
	Residual	167.078	30	5.569		
	Total	235.879	32			

a. Predictors: (Constant), KO, KK

b. Dependent Variable: TI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.914	6.513		2.444	.021
	KK	.130	.066	.328	1.975	.058
	KO	-.317	.092	-.572	-3.441	.002

a. Dependent Variable: TI

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	8.51	14.58	10.94	1.466	33
Residual	-3.867	4.959	.000	2.285	33
Std. Predicted Value	-1.655	2.481	.000	1.000	33
Std. Residual	-1.639	2.101	.000	.968	33

a. Dependent Variable: TI

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

Model	Variables Entered	Variables Removed	Method
1	KO, KK <sup>a</sup>	.	Enter

- a. All requested variables entered.  
 b. Dependent Variable: Lnu2i\_KKKOTI

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

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.264 <sup>a</sup>	.070	.008	2.30752

- a. Predictors: (Constant), KO, KK  
 b. Dependent Variable: Lnu2i\_KKKOTI

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	12.015	2	6.008	1.128	.337 <sup>a</sup>
	Residual	159.739	30	5.325		
	Total	171.754	32			

- a. Predictors: (Constant), KO, KK  
 b. Dependent Variable: Lnu2i\_KKKOTI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	1.950	6.368		.306	.762
	KK	.058	.065	.173	.907	.372
	KO	-.131	.090	-.277	-1.453	.157

- a. Dependent Variable: Lnu2i\_KKKOTI

**Residuals Statistics<sup>a</sup>**

	Minimum	Maximum	Mean	Std. Deviation	N
Predicted Value	-.6203	1.9309	.3498	.61277	33
Residual	-5.30281	3.66521	.00000	2.23424	33
Std. Predicted Value	-1.583	2.580	.000	1.000	33
Std. Residual	-2.298	1.588	.000	.968	33

- a. Dependent Variable: Lnu2i\_KKKOTI

## Lampiran 11. Uji Hipotesis

### 11a. Kepuasan Kerja Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	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	.110 <sup>a</sup>	.012	-.020	2.742

a. Predictors: (Constant), KK

#### ANOVA<sup>b</sup>

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	2.846	1	2.846	.379	.543 <sup>a</sup>
	Residual	233.032	31	7.517		
	Total	235.879	32			

a. Predictors: (Constant), KK

b. Dependent Variable: TI

#### Coefficients<sup>a</sup>

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	6.705	6.898		.972	.339
	KK	.044	.071	.110	.615	.543

a. Dependent Variable: TI

11b. Kepuasan Kerja Terhadap Komitmen Organisasi

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

Model	Variables Entered	Variables Removed	Method
1	KK <sup>a</sup>	.	Enter

a. All requested variables entered.

b. Dependent Variable: KO

**Model Summary**

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.382 <sup>a</sup>	.146	.118	4.594

a. Predictors: (Constant), KK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	111.800	1	111.800	5.296	.028 <sup>a</sup>
	Residual	654.381	31	21.109		
	Total	766.182	32			

a. Predictors: (Constant), KK

b. Dependent Variable: KO

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	29.007	11.559		2.509	.018
	KK	.273	.119	.382		

a. Dependent Variable: KO

11c. Kepuasan Kerja dan Komitmen Organisasi Terhadap *Turnover Intention*

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

Model	Variables Entered	Variables Removed	Method
1	KO, KK <sup>a</sup>	.	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	.540 <sup>a</sup>	.292	.244	2.360

a. Predictors: (Constant), KO, KK

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

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.800	2	34.400	6.177	.006 <sup>a</sup>
	Residual	167.078	30	5.569		
	Total	235.879	32			

a. Predictors: (Constant), KO, KK

b. Dependent Variable: TI

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

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	15.914	6.513		2.444	.021
	KK	.130	.066	.328	1.975	.058
	KO	-.317	.092	-.572	-3.441	.002

a. Dependent Variable: TI