

Logistic Regression

Case Processing Summary

| Unweighted Cases ^a | | N | Percent |
|-------------------------------|----------------------|----|---------|
| Selected Cases | Included in Analysis | 75 | 100.0 |
| | Missing Cases | 0 | .0 |
| | Total | 75 | 100.0 |
| Unselected Cases | | 0 | .0 |
| Total | | 75 | 100.0 |

a. If weight is in effect, see classification table for the total number of cases.

Dependent Variable Encoding

| Original Value | Internal Value |
|----------------|----------------|
| Junior | 0 |
| Senior | 1 |

Block 0: Beginning Block

Classification Table^{a,b}

| Observed | | Predicted | | Percentage Correct |
|--------------------|--------|-----------|--------|--------------------|
| | | Junior | Senior | |
| Step 0 | Posisi | | | |
| | Junior | 64 | 0 | 100.0 |
| | Senior | 11 | 0 | .0 |
| Overall Percentage | | | | 85.3 |

a. Constant is included in the model.

b. The cut value is .500

Variables in the Equation

| | B | S.E. | Wald | df | Sig. | Exp(B) |
|-----------------|--------|------|--------|----|------|--------|
| Step 0 Constant | -1.761 | .326 | 29.109 | 1 | .000 | .172 |

Variables not in the Equation

| | Score | df | Sig. |
|--------------------|-------|----|------|
| Step 0 Variables Y | .727 | 1 | .394 |
| Overall Statistics | .727 | 1 | .394 |

Block 1: Method = Enter

Omnibus Tests of Model Coefficients

| | Chi-square | df | Sig. |
|-------------|------------|----|------|
| Step 1 Step | .699 | 1 | .403 |
| Block | .699 | 1 | .403 |
| Model | .699 | 1 | .403 |

Model Summary

| Step | -2 Log likelihood | Cox & Snell R Square | Nagelkerke R Square |
|------|-------------------|----------------------|---------------------|
| 1 | 61.833 | .009 | .016 |

Classification Table^a

| Observed | | Predicted | | | |
|--------------------|--------|-----------|--------|--------------------|-------|
| | | Posisi | | Percentage Correct | |
| | | Junior | Senior | | |
| Step 1 | Posisi | Junior | 64 | 0 | 100.0 |
| | | Senior | 11 | 0 | .0 |
| Overall Percentage | | | | | 85.3 |

a. The cut value is .500

Variables in the Equation

| Step | Y | B | S.E. | Wald | df | Sig. | Exp(B) |
|------|----------|-------|-------|------|----|------|--------|
| 1 | Y | -.048 | .056 | .716 | 1 | .397 | .953 |
| | Constant | -.833 | 1.116 | .557 | 1 | .456 | .435 |

a. Variable(s) entered on step 1: Y.

Block 2: Method = Enter

Omnibus Tests of Model Coefficients

| Step | Chi-square | df | Sig. |
|--------|------------|----|------|
| Step 1 | 22.657 | 1 | .000 |
| Block | 22.657 | 1 | .000 |
| Model | 23.356 | 2 | .000 |

Model Summary

| Step | -2 Log likelihood | Cox & Snell R Square | Nagelkerke R Square |
|------|-------------------|----------------------|---------------------|
| 1 | 39.177 | .268 | .473 |

Classification Table^a

| Observed | | Predicted | | | |
|--------------------|--------|-----------|--------|--------------------|-------|
| | | Posisi | | Percentage Correct | |
| | | Junior | Senior | | |
| Step 1 | Posisi | Junior | 64 | 0 | 100.0 |
| | | Senior | 7 | 4 | 36.4 |
| Overall Percentage | | | | | 90.7 |

a. The cut value is .500

Variables in the Equation

| | | B | S.E. | Wald | df | Sig. | Exp(B) |
|------------------------|----------|--------|-------|-------|----|------|--------|
| Step 1 ^a | Y | -.064 | .073 | .761 | 1 | .383 | .938 |
| | LB | 1.740 | .568 | 9.391 | 1 | .002 | 5.696 |
| | Constant | -6.588 | 2.490 | 6.999 | 1 | .008 | .001 |

a. Variable(s) entered on step 1: LB.

Block 3: Method = Enter

Omnibus Tests of Model Coefficients

| | | Chi-square | df | Sig. |
|--------|-------|------------|----|------|
| Step 1 | Step | 1.847 | 1 | .174 |
| | Block | 1.847 | 1 | .174 |
| | Model | 25.203 | 3 | .000 |

Model Summary

| Step | -2 Log likelihood | Cox & Snell R Square | Nagelkerke R Square |
|------|-------------------|----------------------|---------------------|
| 1 | 37.330 | .285 | .505 |

Classification Table^a

| | Observed | | Predicted | | Percentage Correct |
|--------|--------------------|--------|-----------|--------|--------------------|
| | | | Posisi | | |
| | | | Junior | Senior | |
| Step 1 | Posisi | Junior | 61 | 3 | 95.3 |
| | | Senior | 6 | 5 | 45.5 |
| | Overall Percentage | | | | 88.0 |

a. The cut value is .500

Variables in the Equation

| | | B | S.E. | Wald | df | Sig. | Exp(B) |
|------------------------|----------|---------|-------|-------|----|------|--------|
| Step 1 ^a | Y | -.047 | .075 | .391 | 1 | .532 | .954 |
| | LB | 1.321 | .609 | 4.707 | 1 | .030 | 3.749 |
| | UMUR | .202 | .153 | 1.731 | 1 | .188 | 1.224 |
| | Constant | -11.416 | 4.537 | 6.330 | 1 | .012 | .000 |

a. Variable(s) entered on step 1: UMUR.

Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------|-------|----------------|----|
| Turnover Intention | 19.95 | 5.56 | 75 |
| Lama Bekerja | 2.973 | 2.007 | 75 |
| Umur | 28.07 | 3.54 | 75 |

Correlations

| | | Turnover Intention | Lama Bekerja | Umur |
|---------------------|--------------------|--------------------|--------------|-------|
| Pearson Correlation | Turnover Intention | 1.000 | -.013 | -.147 |
| | Lama Bekerja | -.013 | 1.000 | .655 |
| | Umur | -.147 | .655 | 1.000 |
| Sig. (1-tailed) | Turnover Intention | . | .454 | .104 |
| | Lama Bekerja | .454 | . | .000 |
| | Umur | .104 | .000 | . |
| N | Turnover Intention | 75 | 75 | 75 |
| | Lama Bekerja | 75 | 75 | 75 |
| | Umur | 75 | 75 | 75 |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|---------------------------------|-------------------|--------|
| 1 | Umur, Lama Bekerja ^a | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Turnover Intention

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .183 ^a | .034 | .007 | 5.54 | 1.546 |

a. Predictors: (Constant), Umur, Lama Bekerja

b. Dependent Variable: Turnover Intention

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|-------|-------------------|
| 1 | Regression | 76.687 | 2 | 38.344 | 1.251 | .292 ^a |
| | Residual | 2207.099 | 72 | 30.654 | | |
| | Total | 2283.787 | 74 | | | |

a. Predictors: (Constant), Umur, Lama Bekerja

b. Dependent Variable: Turnover Intention

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|--------------|---------|-------|-------------------------|-------|
| | | B | Std. Error | Beta | | | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 29.409 | 6.039 | | 4.870 | .000 | | | | | |
| | Lama Bekerja | .401 | .424 | .145 | .945 | .348 | -.013 | .111 | .110 | .571 | 1.751 |
| | Umur | -.380 | .241 | -.242 | -1.577 | .119 | -.147 | -.183 | -.183 | .571 | 1.751 |

a. Dependent Variable: Turnover Intention

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | |
|-------|-----------|------------|-----------------|----------------------|--------------|------|
| | | | | (Constant) | Lama Bekerja | Umur |
| 1 | 1 | 2.797 | 1.000 | .00 | .02 | .00 |
| | 2 | .198 | 3.755 | .01 | .61 | .00 |
| | 3 | 4.929E-03 | 23.819 | .99 | .37 | .99 |

a. Dependent Variable: Turnover Intention



Casewise Diagnostics^a

| Case Number | Std. Residual | Turnover Intention | Predicted Value | Residual |
|-------------|---------------|--------------------|-----------------|----------|
| 1 | -1.261 | 13 | 19.98 | -6.98 |
| 2 | 1.188 | 26 | 19.42 | 6.58 |
| 3 | -.871 | 14 | 18.82 | -4.82 |
| 4 | .029 | 22 | 21.84 | .16 |
| 5 | 1.383 | 28 | 20.34 | 7.66 |
| 6 | -1.149 | 14 | 20.36 | -6.36 |
| 7 | .231 | 22 | 20.72 | 1.28 |
| 8 | .378 | 21 | 18.91 | 2.09 |
| 9 | .043 | 21 | 20.76 | .24 |
| 10 | -1.940 | 10 | 20.74 | -10.74 |
| 11 | -1.915 | 9 | 19.60 | -10.60 |
| 12 | .682 | 23 | 19.22 | 3.78 |
| 13 | 1.524 | 29 | 20.56 | 8.44 |
| 14 | 1.207 | 27 | 20.32 | 6.68 |
| 15 | -1.506 | 12 | 20.34 | -8.34 |
| 16 | 1.188 | 25 | 18.42 | 6.58 |
| 17 | -.058 | 20 | 20.32 | -.32 |
| 18 | -1.402 | 12 | 19.76 | -7.76 |
| 19 | -.040 | 19 | 19.22 | -.22 |
| 20 | -.181 | 19 | 20.00 | -1.00 |
| 21 | -.311 | 19 | 20.72 | -1.72 |
| 22 | -.427 | 18 | 20.36 | -2.36 |
| 23 | -.405 | 17 | 19.24 | -2.24 |
| 24 | -1.330 | 13 | 20.36 | -7.36 |
| 25 | -2.586 | 6 | 20.32 | -14.32 |
| 26 | .726 | 24 | 19.98 | 4.02 |
| 27 | .758 | 24 | 19.80 | 4.20 |
| 28 | .935 | 24 | 18.82 | 5.18 |
| 29 | 1.008 | 24 | 18.42 | 5.58 |
| 30 | .665 | 24 | 20.32 | 3.68 |
| 31 | .805 | 25 | 20.54 | 4.46 |
| 32 | .050 | 17 | 16.72 | .28 |
| 33 | .779 | 23 | 18.69 | 4.31 |
| 34 | -.809 | 17 | 21.48 | -4.48 |
| 35 | -.672 | 17 | 20.72 | -3.72 |
| 36 | .031 | 16 | 15.83 | .17 |
| 37 | -.719 | 16 | 19.98 | -3.98 |
| 38 | .769 | 25 | 20.74 | 4.26 |
| 39 | -.965 | 15 | 20.34 | -5.34 |
| 40 | -.904 | 15 | 20.00 | -5.00 |
| 41 | -1.738 | 10 | 19.62 | -9.62 |
| 42 | 1.199 | 27 | 20.36 | 6.64 |
| 43 | 1.066 | 27 | 21.10 | 5.90 |
| 44 | .708 | 25 | 21.08 | 3.92 |
| 45 | -1.450 | 12 | 20.03 | -8.03 |
| 46 | -.491 | 18 | 20.72 | -2.72 |
| 47 | -1.059 | 13 | 18.87 | -5.87 |
| 48 | .838 | 25 | 20.36 | 4.64 |
| 49 | -.354 | 18 | 19.96 | -1.96 |
| 50 | -.156 | 18 | 18.87 | -.87 |
| 51 | .621 | 24 | 20.56 | 3.44 |
| 52 | .473 | 23 | 20.38 | 2.62 |
| 53 | 1.028 | 24 | 18.31 | 5.69 |
| 54 | .173 | 22 | 21.04 | .96 |
| 55 | -.113 | 19 | 19.62 | -.62 |
| 56 | .592 | 24 | 20.72 | 3.28 |
| 57 | 1.564 | 29 | 20.34 | 8.66 |
| 58 | .509 | 23 | 20.18 | 2.82 |
| 59 | .588 | 24 | 20.74 | 3.26 |
| 60 | .087 | 21 | 20.52 | .48 |
| 61 | .347 | 23 | 21.08 | 1.92 |
| 62 | .051 | 21 | 20.72 | .28 |
| 63 | .657 | 24 | 20.36 | 3.64 |
| 64 | .068 | 20 | 19.62 | .38 |
| 65 | .368 | 22 | 19.96 | 2.04 |
| 66 | 1.494 | 26 | 17.73 | 8.27 |
| 67 | .708 | 25 | 21.08 | 3.92 |
| 68 | .898 | 25 | 20.03 | 4.97 |
| 69 | .043 | 21 | 20.76 | .24 |
| 70 | .252 | 21 | 19.60 | 1.40 |
| 71 | .119 | 21 | 20.34 | .66 |
| 72 | .184 | 21 | 19.98 | 1.02 |
| 73 | .260 | 22 | 20.56 | 1.44 |
| 74 | -2.272 | 7 | 19.58 | -12.58 |
| 75 | -2.187 | 6 | 18.11 | -12.11 |

a. Dependent Variable: Turnover Intention

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|----------|----------------|----|
| Predicted Value | 15.83 | 21.84 | 19.95 | 1.02 | 75 |
| Residual | -14.32 | 8.66 | 1.56E-15 | 5.46 | 75 |
| Std. Predicted Value | -4.046 | 1.858 | .000 | 1.000 | 75 |
| Std. Residual | -2.586 | 1.564 | .000 | .986 | 75 |

a. Dependent Variable: Turnover Intention



Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------|-------|----------------|----|
| Turnover Intention | 19.95 | 5.56 | 75 |
| Umur | 28.07 | 3.54 | 75 |
| Lama Bekerja | 2.973 | 2.007 | 75 |
| Posisi | .15 | .36 | 75 |

Correlations

| | | Turnover Intention | Umur | Lama Bekerja | Posisi |
|---------------------|--------------------|--------------------|-------|--------------|--------|
| Pearson Correlation | Turnover Intention | 1.000 | -.147 | -.013 | -.098 |
| | Umur | -.147 | 1.000 | .655 | .507 |
| | Lama Bekerja | -.013 | .655 | 1.000 | .488 |
| | Posisi | -.098 | .507 | .488 | 1.000 |
| Sig. (1-tailed) | Turnover Intention | . | .104 | .454 | .200 |
| | Umur | .104 | . | .000 | .000 |
| | Lama Bekerja | .454 | .000 | . | .000 |
| | Posisi | .200 | .000 | .000 | . |
| N | Turnover Intention | 75 | 75 | 75 | 75 |
| | Umur | 75 | 75 | 75 | 75 |
| | Lama Bekerja | 75 | 75 | 75 | 75 |
| | Posisi | 75 | 75 | 75 | 75 |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------|-------------------|--------|
| 1 | Posisi, Lama Bekerja, Umur | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Turnover Intention

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .192 ^a | .037 | -.004 | 5.57 | 1.523 |

a. Predictors: (Constant), Posisi, Lama Bekerja, Umur

b. Dependent Variable: Turnover Intention

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1 | Regression | 83.754 | 3 | 27.918 | .901 | .445 ^a |
| | Residual | 2200.032 | 71 | 30.986 | | |
| | Total | 2283.787 | 74 | | | |

a. Predictors: (Constant), Posisi, Lama Bekerja, Umur

b. Dependent Variable: Turnover Intention

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|--------------|------------|---------|-------------------------|-----------|-----|
| | | B | Std. Error | | | | Beta | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 28.451 | 6.394 | | 4.450 | .000 | | | | | | |
| | Umur | -.345 | .252 | -.220 | -1.369 | .175 | -.147 | -.160 | -.159 | .525 | 1.905 | |
| | Lama Bekerja | .451 | .440 | .163 | 1.027 | .308 | -.013 | .121 | .120 | .538 | 1.857 | |
| | Posisi | -1.037 | 2.171 | -.066 | -4.78 | .634 | -.098 | -.057 | -.056 | .701 | 1.427 | |

a. Dependent Variable: Turnover Intention

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|-----------|------------|-----------------|----------------------|------|--------------|--------|
| | | | | (Constant) | Umur | Lama Bekerja | Posisi |
| 1 | 1 | 3.102 | 1.000 | .00 | .00 | .02 | .02 |
| | 2 | .734 | 2.055 | .00 | .00 | .00 | .66 |
| | 3 | .159 | 4.412 | .01 | .00 | .74 | .23 |
| | 4 | 4.504E-03 | 26.242 | .99 | .99 | .24 | .09 |

a. Dependent Variable: Turnover Intention

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|-----------|----------------|----|
| Predicted Value | 15.40 | 21.65 | 19.95 | 1.06 | 75 |
| Residual | -14.27 | 8.87 | -3.79E-16 | 5.45 | 75 |
| Std. Predicted Value | -4.270 | 1.600 | .000 | 1.000 | 75 |
| Std. Residual | -2.563 | 1.593 | .000 | .980 | 75 |

a. Dependent Variable: Turnover Intention

Regression

Descriptive Statistics

| | Mean | Std. Deviation | N |
|--------------------|-------|----------------|----|
| Turnover Intention | 19.95 | 5.56 | 75 |
| Umur | 28.07 | 3.54 | 75 |
| Lama Bekerja | 2.973 | 2.007 | 75 |
| Posisi | .15 | .36 | 75 |

Correlations

| | | Turnover Intention | Umur | Lama Bekerja | Posisi |
|---------------------|--------------------|--------------------|-------|--------------|--------|
| Pearson Correlation | Turnover Intention | 1.000 | -.147 | -.013 | -.098 |
| | Umur | -.147 | 1.000 | .655 | .507 |
| | Lama Bekerja | -.013 | .655 | 1.000 | .488 |
| | Posisi | -.098 | .507 | .488 | 1.000 |
| Sig. (1-tailed) | Turnover Intention | . | .104 | .454 | .200 |
| | Umur | .104 | . | .000 | .000 |
| | Lama Bekerja | .454 | .000 | . | .000 |
| | Posisi | .200 | .000 | .000 | . |
| N | Turnover Intention | 75 | 75 | 75 | 75 |
| | Umur | 75 | 75 | 75 | 75 |
| | Lama Bekerja | 75 | 75 | 75 | 75 |
| | Posisi | 75 | 75 | 75 | 75 |

Variables Entered/Removed^a

| Model | Variables Entered | Variables Removed | Method |
|-------|----------------------------|-------------------|--------|
| 1 | Posisi, Lama Bekerja, Umur | . | Enter |

a. All requested variables entered.

b. Dependent Variable: Turnover Intention

Model Summary^b

| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|---------------|
| 1 | .192 ^a | .037 | -.004 | 5.57 | 1.523 |

a. Predictors: (Constant), Posisi, Lama Bekerja, Umur

b. Dependent Variable: Turnover Intention

ANOVA^b

| Model | | Sum of Squares | df | Mean Square | F | Sig. |
|-------|------------|----------------|----|-------------|------|-------------------|
| 1 | Regression | 83.754 | 3 | 27.918 | .901 | .445 ^a |
| | Residual | 2200.032 | 71 | 30.986 | | |
| | Total | 2283.787 | 74 | | | |

a. Predictors: (Constant), Posisi, Lama Bekerja, Umur

b. Dependent Variable: Turnover Intention

Coefficients^a

| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. | Correlations | | | Collinearity Statistics | | |
|-------|--------------|-----------------------------|------------|---------------------------|--------|------|--------------|------------|---------|-------------------------|-----------|-----|
| | | B | Std. Error | | | | Beta | Zero-order | Partial | Part | Tolerance | VIF |
| 1 | (Constant) | 28.451 | 6.394 | | 4.450 | .000 | | | | | | |
| | Umur | -.345 | .252 | -.220 | -1.369 | .175 | -.147 | -.160 | -.159 | .525 | 1.905 | |
| | Lama Bekerja | .451 | .440 | .163 | 1.027 | .308 | -.013 | .121 | .120 | .538 | 1.857 | |
| | Posisi | -1.037 | 2.171 | -.066 | -4.78 | .634 | -.098 | -.057 | -.056 | .701 | 1.427 | |

a. Dependent Variable: Turnover Intention

Collinearity Diagnostics^a

| Model | Dimension | Eigenvalue | Condition Index | Variance Proportions | | | |
|-------|-----------|------------|-----------------|----------------------|------|--------------|--------|
| | | | | (Constant) | Umur | Lama Bekerja | Posisi |
| 1 | 1 | 3.102 | 1.000 | .00 | .00 | .02 | .02 |
| | 2 | .734 | 2.055 | .00 | .00 | .00 | .66 |
| | 3 | .159 | 4.412 | .01 | .00 | .74 | .23 |
| | 4 | 4.504E-03 | 26.242 | .99 | .99 | .24 | .09 |

a. Dependent Variable: Turnover Intention

Residuals Statistics^a

| | Minimum | Maximum | Mean | Std. Deviation | N |
|----------------------|---------|---------|-----------|----------------|----|
| Predicted Value | 15.40 | 21.65 | 19.95 | 1.06 | 75 |
| Residual | -14.27 | 8.87 | -3.79E-16 | 5.45 | 75 |
| Std. Predicted Value | -4.270 | 1.600 | .000 | 1.000 | 75 |
| Std. Residual | -2.563 | 1.593 | .000 | .980 | 75 |

a. Dependent Variable: Turnover Intention

Identitas Responden

Mohon kesediaan bapak / ibu untuk mengisi daftar pertanyaan berikut dengan memberi tanda silang (x) pada jawaban yang ada. Setiap pertanyaan mengharap hanya **satu** jawaban saja.

Umur : _____ tahun
Jenis Kelamin : (A) laki-laki (B) Wanita
Pendidikan terakhir : (A) D₃ (B) S₁ (C) S₂ (D) S₃
(E) Lainnya _____

Lama bekerja pada KAP : _____ tahun
Posisi dalam KAP : (A) junior (B) senior (C) manajer (D) partner

Daftar Kuesioner

Beri tanda silang pada :
Angka 1 jika anda Sangat Tidak Setuju (STS)
Angka 2 jika anda Tidak Setuju (TS)
Angka 3 jika anda Ragu-ragu (R)
Angka 4 jika anda Setuju (S)
Angka 5 jika anda Sangat Setuju (SS)

Turnover Intentions (Keinginan Berpindah)

| Pertanyaan | | STS | TS | R | S | SS |
|---|---|-----|----|---|---|----|
| I. Pikiran untuk keluar | | | | | | |
| 1 | Seandainya anda mengetahui ada pekerjaan baik di tempat lain maka anda akan mengejar peluang tersebut | 1 | 2 | 3 | 4 | 5 |
| 2 | Saya merasa tidak akan tetap tinggal dalam KAP tempat saya bekerja sampai dengan 5 tahun mendatang | 1 | 2 | 3 | 4 | 5 |
| II. Keinginan untuk mencari lowongan pekerjaan | | | | | | |
| 3 | Selama satu tahun terakhir ini saya sering melamar pekerjaan selain akuntan. | 1 | 2 | 3 | 4 | 5 |
| 4 | Selama lima tahun terakhir ini saya sangat aktif mencari pekerjaan. | 1 | 2 | 3 | 4 | 5 |
| III. Kemungkinan menemukan pekerjaan di tempat lain | | | | | | |
| 5 | Saya merasa dengan prestasi yang saya miliki, saya akan mendapatkan kesempatan kerja di tempat lain. | 1 | 2 | 3 | 4 | 5 |

| Pertanyaan | | STS | TS | R | S | SS |
|-------------------------------|--|-----|----|---|---|----|
| IV. Keinginan untuk berpindah | | | | | | |
| 6 | Pekerjaan yang saya tangani tidak sesuai dengan harapan saya, sehingga saya ingin pindah ke organisasi lain. | 1 | 2 | 3 | 4 | 5 |

Kepuasan Kerja (*Job Satisfaction*)

| Pertanyaan | | STS | TS | R | S | SS |
|------------------------|--|-----|----|---|---|----|
| I. Pekerjaan | | | | | | |
| 7 | Saya merasa puas bila pekerjaan saya selesai tepat waktu. | 1 | 2 | 3 | 4 | 5 |
| 8 | Saya tidak pernah putus asa dalam melaksanakan suatu pekerjaan walaupun pekerjaan tersebut tidak mudah bagi saya. | 1 | 2 | 3 | 4 | 5 |
| II. Kesempatan promosi | | | | | | |
| 9 | Saya yakin apa yang saya lakukan untuk perusahaan saat ini akan mengarah pada pencapaian prestasi kerja saya di masa yang akan datang. | 1 | 2 | 3 | 4 | 5 |
| III. Supervisi | | | | | | |
| 10 | Dengan adanya pengawasan dari pimpinan membuat pekerjaan menjadi selesai tepat waktu. | 1 | 2 | 3 | 4 | 5 |
| 11 | Saya sangat puas dengan cara pimpinan menangani orang-orangnya. | 1 | 2 | 3 | 4 | 5 |
| IV. Rekan kerja | | | | | | |
| 12 | Rekan kerja membuat suasana kerja menjadi lebih produktif. | 1 | 2 | 3 | 4 | 5 |
| 13 | Dalam menyelesaikan pekerjaan, rekan kerja saya saling memberi dukungan. | 1 | 2 | 3 | 4 | 5 |

Komitmen Organisasi (*Organizational Commitment*)

| Pertanyaan | | STS | TS | R | S | SS |
|------------------------------------|---|-----|----|---|---|----|
| <i>I. Affective commitment</i> | | | | | | |
| 14 | Saya merasa bahwa masalah yang dihadapi KAP juga merupakan masalah saya sendiri. | 1 | 2 | 3 | 4 | 5 |
| 15 | Saya merasa sebagai bagian dari keluarga besar tempat saya bekerja. | 1 | 2 | 3 | 4 | 5 |
| 16 | Saya merasa senang menghabiskan karier saya pada KAP tempat saya bekerja. | 1 | 2 | 3 | 4 | 5 |
| <i>II. Normative commitment</i> | | | | | | |
| 17 | Saya merasa mempunyai kewajiban kepada organisasi tempat saya bekerja. | 1 | 2 | 3 | 4 | 5 |
| 18 | Meskipun saya ditawari pihak lain dengan berbagai insentif namun saya merasa tidak benar jika keluar dari organisasi tempat saya bekerja. | 1 | 2 | 3 | 4 | 5 |
| <i>III. Continuance commitment</i> | | | | | | |
| 19 | Saya merasa rugi jika sampai memutuskan untuk keluar dari KAP. | 1 | 2 | 3 | 4 | 5 |
| 20 | Sampai saat ini, saya merasa bahwa bekerja pada KAP merupakan sesuatu yang perlu guna mencapai cita-cita saya. | 1 | 2 | 3 | 4 | 5 |

Kepuasan Gaji (*Pay satisfaction*)

| Pertanyaan | | STS | TS | R | S | SS |
|--|--|-----|----|---|---|----|
| <i>I. Tingkat Gaji</i> | | | | | | |
| 21 | Gaji yang saya dapatkan cukup dan sebanding dengan kerja keras saya selama bekerja di KAP. | 1 | 2 | 3 | 4 | 5 |
| <i>II. Struktur / pengelolaan gaji</i> | | | | | | |
| 22 | Perusahaan selalu membayar gaji karyawan tepat waktu. | 1 | 2 | 3 | 4 | 5 |

| | | | | | | |
|-----------------------|---|---|---|---|---|---|
| 23 | Perusahaan sudah mengatur pemberian gaji (sistem gaji dengan baik dan adil. | 1 | 2 | 3 | 4 | 5 |
| III. Peningkatan gaji | | | | | | |
| 24 | Peningkatan besarnya upah yang diterima sudah sesuai dengan pengorbanan lama kerja karyawan selama ini. | 1 | 2 | 3 | 4 | 5 |
| IV. Tunjangan | | | | | | |
| 25 | Besarnya tunjangan kesehatan yang diberikan perusahaan sudah sesuai dengan harapan saya. | 1 | 2 | 3 | 4 | 5 |

