

## LAMPIRAN-LAMPIRAN

### Lampiran 1.1

#### KUESIONER PENELITIAN

## PENGARUH KETIDAKAMANAN KERJA, STRES KERJA DAN KOMPENSASI TERHADAP *TURNOVER INTENTIONS* PADA PT.KOTA JATI FURINDO

### IDENTITAS RESPONDEN

- Nama :
- Jenis Kelamin :  Laki-Laki      Perempuan
- Usia :  16-20 Tahun  
 21-25 Tahun  
 26-30 Tahun  
 Lebih dari 30 Tahun
- Pendidikan Terakhir :  SD/Sederajat  
 SLTP/Sederajat  
 SMA/Sederajat
- Lama Kerja :      Tahun

### Petunjuk Pengisian :

- 1) Mohon kuesiner ini diisi secara lengkap dari seluruh pertanyaan yang telah disediakan.
- 2) Beri tanda (√) pada kolom yang tersedia.
- 3) Terdapat 5 (Lima) alternatif pengisian jawaban, yaitu :

SS = Sangat Setuju

S = Setuju

**N** = Netral

**TS** = Tidak Setuju

**STS** = Sangat Tidak Setuju

| A. Pertanyaan Mengenai Ketidakamanan Kerja |   | SS | S | N | TS | STS |
|--|---|----|---|---|----|-----|
| 1.   | Ada rasa takut kehilangan pekerjaan.                      |    |   |   |    |     |
| 2.   | Ada rasa takut kehilangan dimensi-dimensi dari pekerjaan. |    |   |   |    |     |

| B. Pertanyaan Mengenai Stres Kerja |  | SS | S | N | TS | STS |
|------------------------------------|--|----|---|---|----|-----|
| 1.                                 | Saya terhindar dari stres kerja karena beban kerja yang diberikan pada saya terasa adil dan wajar.         |    |   |   |    |     |
| 2.                                 | Saya terhindar dari stres kerja karena saya tidak memiliki konflik dengan atasan ataupun rekan kerja saya. |    |   |   |    |     |

| C. Pertanyaan Mengenai Kompensasi |  | SS | S | N | TS | STS |
|-----------------------------------|--|----|---|---|----|-----|
| 1.                                | Perusahaan memberikan gaji yang pantas.      |    |   |   |    |     |
| 2.                                | Perusahaan memberikan tambahan di luar gaji. |    |   |   |    |     |

|    |  |  |  |  |  |  |
|----|--|--|--|--|--|--|
| 3. | Perusahaan memberikan asuransi.                                    |  |  |  |  |  |
| 4. | Perusahaan memberikan fasilitas kepada anda seperti tempat parkir. |  |  |  |  |  |

| D. Pertanyaan Mengenai <i>Turnover intentions</i> |   | SS | S | N | TS | STS |
|---|---|----|---|---|----|-----|
| 1.  | Saya berkeinginan mencari pekerjaan baru dibidang yang sama.    |    |   |   |    |     |
| 2.  | Saya berkeinginan mencari pekerjaan baru dibidang yang berbeda. |    |   |   |    |     |
| 3.  | Saya berkeinginan untuk mencari profesi baru.                   |    |   |   |    |     |

**Lampiran 1.2**  
**Data Quesioner Olah Ms. Excel 2010**

Data Ketidakamanan Kerja (X1)

| NO | KETIDAKAMANAN<br>KERJA |      |        |
|----|------------------------|------|--------|
|    | X1.1                   | X1.2 | JUMLAH |
| 1  | 5                      | 4    | 9      |
| 2  | 5                      | 4    | 9      |
| 3  | 5                      | 4    | 9      |
| 4  | 4                      | 5    | 9      |
| 5  | 4                      | 4    | 8      |
| 6  | 4                      | 4    | 8      |
| 7  | 5                      | 4    | 9      |
| 8  | 4                      | 4    | 8      |
| 9  | 5                      | 4    | 9      |
| 10 | 5                      | 5    | 10     |
| 11 | 5                      | 4    | 9      |
| 12 | 5                      | 5    | 10     |
| 13 | 5                      | 5    | 10     |
| 14 | 2                      | 5    | 7      |
| 15 | 5                      | 4    | 9      |
| 16 | 3                      | 5    | 8      |
| 17 | 4                      | 5    | 9      |
| 18 | 4                      | 5    | 9      |
| 19 | 4                      | 4    | 8      |
| 20 | 4                      | 4    | 8      |
| 21 | 4                      | 4    | 8      |
| 22 | 4                      | 4    | 8      |
| 23 | 4                      | 4    | 8      |
| 24 | 5                      | 4    | 9      |
| 25 | 5                      | 4    | 9      |
| 26 | 5                      | 4    | 9      |
| 27 | 5                      | 4    | 9      |
| 28 | 4                      | 4    | 8      |
| 29 | 5                      | 4    | 9      |
| 30 | 4                      | 5    | 9      |
| 31 | 5                      | 5    | 10     |
| 32 | 4                      | 4    | 8      |
| 33 | 5                      | 4    | 9      |

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|----|---|---|----|
| 34 | 4 | 4 | 8  |
| 35 | 5 | 4 | 9  |
| 36 | 4 | 4 | 8  |
| 37 | 5 | 5 | 10 |
| 38 | 3 | 4 | 7  |
| 39 | 5 | 4 | 9  |
| 40 | 5 | 5 | 10 |
| 41 | 5 | 4 | 9  |
| 42 | 5 | 4 | 9  |
| 43 | 4 | 4 | 8  |
| 44 | 4 | 4 | 8  |
| 45 | 4 | 4 | 8  |
| 46 | 4 | 4 | 8  |
| 47 | 4 | 5 | 9  |
| 48 | 5 | 4 | 9  |
| 49 | 5 | 4 | 9  |
| 50 | 4 | 4 | 8  |
| 51 | 4 | 4 | 8  |
| 52 | 4 | 4 | 8  |
| 53 | 4 | 5 | 9  |
| 54 | 5 | 4 | 9  |
| 55 | 5 | 4 | 9  |
| 56 | 4 | 5 | 9  |
| 57 | 4 | 5 | 9  |
| 58 | 4 | 5 | 9  |
| 59 | 5 | 5 | 10 |
| 60 | 4 | 4 | 8  |
| 61 | 4 | 5 | 9  |
| 62 | 4 | 4 | 8  |
| 63 | 4 | 5 | 9  |
| 64 | 4 | 4 | 8  |
| 65 | 5 | 5 | 10 |
| 66 | 5 | 4 | 9  |
| 67 | 5 | 5 | 10 |
| 68 | 4 | 5 | 9  |
| 69 | 4 | 4 | 8  |
| 70 | 4 | 5 | 9  |
| 71 | 4 | 4 | 8  |
| 72 | 4 | 4 | 8  |
| 73 | 4 | 4 | 8  |
| 74 | 4 | 4 | 8  |

|     |   |   |    |
|-----|---|---|----|
| 75  | 4 | 5 | 9  |
| 76  | 5 | 5 | 10 |
| 77  | 4 | 5 | 9  |
| 78  | 5 | 5 | 10 |
| 79  | 5 | 4 | 9  |
| 80  | 4 | 4 | 8  |
| 81  | 4 | 4 | 8  |
| 82  | 4 | 4 | 8  |
| 83  | 4 | 4 | 8  |
| 84  | 5 | 4 | 9  |
| 85  | 5 | 4 | 9  |
| 86  | 5 | 4 | 9  |
| 87  | 5 | 4 | 9  |
| 88  | 4 | 4 | 8  |
| 89  | 5 | 4 | 9  |
| 90  | 5 | 4 | 9  |
| 91  | 5 | 5 | 10 |
| 92  | 5 | 5 | 10 |
| 93  | 4 | 5 | 9  |
| 94  | 4 | 5 | 9  |
| 95  | 4 | 5 | 9  |
| 96  | 5 | 4 | 9  |
| 97  | 5 | 4 | 9  |
| 98  | 4 | 4 | 8  |
| 99  | 5 | 4 | 9  |
| 100 | 5 | 4 | 9  |
| 101 | 5 | 4 | 9  |
| 102 | 4 | 5 | 9  |
| 103 | 4 | 4 | 8  |
| 104 | 5 | 4 | 9  |
| 105 | 5 | 4 | 9  |
| 106 | 5 | 4 | 9  |
| 107 | 5 | 5 | 10 |
| 108 | 5 | 5 | 10 |
| 109 | 5 | 5 | 10 |
| 110 | 5 | 5 | 10 |
| 111 | 4 | 5 | 9  |
| 112 | 4 | 4 | 8  |
| 113 | 4 | 4 | 8  |
| 114 | 4 | 4 | 8  |
| 115 | 4 | 4 | 8  |

|     |   |   |    |
|-----|---|---|----|
| 116 | 4 | 4 | 8  |
| 117 | 4 | 4 | 8  |
| 118 | 4 | 5 | 9  |
| 119 | 5 | 4 | 9  |
| 120 | 5 | 4 | 9  |
| 121 | 5 | 4 | 9  |
| 122 | 5 | 4 | 9  |
| 123 | 5 | 4 | 9  |
| 124 | 5 | 4 | 9  |
| 125 | 5 | 4 | 9  |
| 126 | 5 | 5 | 10 |
| 127 | 5 | 5 | 10 |
| 128 | 4 | 5 | 9  |
| 129 | 4 | 5 | 9  |
| 130 | 4 | 5 | 9  |
| 131 | 5 | 5 | 10 |
| 132 | 4 | 4 | 8  |
| 133 | 4 | 5 | 9  |
| 134 | 4 | 4 | 8  |
| 135 | 4 | 4 | 8  |
| 136 | 4 | 4 | 8  |
| 137 | 4 | 4 | 8  |
| 138 | 5 | 4 | 9  |
| 139 | 5 | 4 | 9  |
| 140 | 5 | 4 | 9  |
| 141 | 5 | 4 | 9  |
| 142 | 5 | 4 | 9  |
| 143 | 5 | 4 | 9  |
| 144 | 5 | 4 | 9  |
| 145 | 5 | 4 | 9  |
| 146 | 5 | 4 | 9  |
| 147 | 5 | 4 | 9  |
| 148 | 4 | 4 | 8  |
| 149 | 5 | 4 | 9  |
| 150 | 5 | 5 | 10 |
| 151 | 5 | 4 | 9  |
| 152 | 4 | 4 | 8  |
| 153 | 4 | 5 | 9  |
| 154 | 4 | 4 | 8  |
| 155 | 5 | 4 | 9  |
| 156 | 5 | 4 | 9  |

|     |   |   |    |
|-----|---|---|----|
| 157 | 5 | 4 | 9  |
| 158 | 4 | 4 | 8  |
| 159 | 4 | 4 | 8  |
| 160 | 4 | 4 | 8  |
| 161 | 4 | 4 | 8  |
| 162 | 5 | 4 | 9  |
| 163 | 5 | 4 | 9  |
| 164 | 4 | 4 | 8  |
| 165 | 4 | 4 | 8  |
| 166 | 4 | 5 | 9  |
| 167 | 4 | 5 | 9  |
| 168 | 4 | 5 | 9  |
| 169 | 4 | 5 | 9  |
| 170 | 4 | 4 | 8  |
| 171 | 4 | 4 | 8  |
| 172 | 5 | 4 | 9  |
| 173 | 5 | 4 | 9  |
| 174 | 4 | 5 | 9  |
| 175 | 4 | 4 | 8  |
| 176 | 4 | 4 | 8  |
| 177 | 4 | 4 | 8  |
| 178 | 4 | 4 | 8  |
| 179 | 5 | 4 | 9  |
| 180 | 5 | 4 | 9  |
| 181 | 5 | 4 | 9  |
| 182 | 5 | 5 | 10 |
| 183 | 4 | 4 | 8  |
| 184 | 5 | 5 | 10 |
| 185 | 4 | 4 | 8  |
| 186 | 5 | 4 | 9  |
| 187 | 5 | 4 | 9  |
| 188 | 4 | 5 | 9  |
| 189 | 4 | 5 | 9  |
| 190 | 4 | 4 | 8  |
| 191 | 5 | 4 | 9  |
| 192 | 5 | 4 | 9  |
| 193 | 5 | 5 | 10 |
| 194 | 4 | 5 | 9  |
| 195 | 4 | 5 | 9  |
| 196 | 4 | 5 | 9  |
| 197 | 5 | 5 | 10 |



|     |   |   |    |
|-----|---|---|----|
| 198 | 4 | 4 | 8  |
| 199 | 4 | 5 | 9  |
| 200 | 4 | 5 | 9  |
| 201 | 5 | 5 | 10 |
| 202 | 5 | 5 | 10 |
| 203 | 5 | 5 | 10 |
| 204 | 5 | 5 | 10 |
| 205 | 5 | 5 | 10 |
| 206 | 4 | 5 | 9  |
| 207 | 4 | 5 | 9  |
| 208 | 4 | 5 | 9  |
| 209 | 5 | 4 | 9  |
| 210 | 4 | 4 | 8  |
| 211 | 4 | 5 | 9  |
| 212 | 3 | 4 | 7  |
| 213 | 5 | 5 | 10 |
| 214 | 4 | 4 | 8  |
| 215 | 5 | 4 | 9  |
| 216 | 5 | 4 | 9  |
| 217 | 4 | 4 | 8  |
| 218 | 4 | 4 | 8  |
| 219 | 4 | 4 | 8  |
| 220 | 5 | 4 | 9  |
| 221 | 4 | 5 | 9  |
| 222 | 4 | 5 | 9  |
| 223 | 4 | 4 | 8  |
| 224 | 4 | 4 | 8  |
| 225 | 4 | 4 | 8  |
| 226 | 5 | 5 | 10 |
| 227 | 5 | 4 | 9  |
| 228 | 5 | 4 | 9  |
| 229 | 4 | 4 | 8  |
| 230 | 4 | 5 | 9  |
| 231 | 5 | 4 | 9  |
| 232 | 5 | 5 | 10 |
| 233 | 5 | 4 | 9  |
| 234 | 5 | 4 | 9  |
| 235 | 4 | 4 | 8  |
| 236 | 5 | 5 | 10 |
| 237 | 4 | 4 | 8  |
| 238 | 5 | 4 | 9  |

|     |   |   |    |
|-----|---|---|----|
| 239 | 5 | 5 | 10 |
| 240 | 5 | 4 | 9  |
| 241 | 4 | 4 | 8  |
| 242 | 4 | 5 | 9  |
| 243 | 5 | 4 | 9  |
| 244 | 5 | 4 | 9  |
| 245 | 4 | 4 | 8  |
| 246 | 4 | 5 | 9  |
| 247 | 4 | 4 | 8  |
| 248 | 4 | 4 | 8  |
| 249 | 4 | 4 | 8  |
| 250 | 4 | 5 | 9  |

## Data Stres Kerja (X2)

| No. | STRE KERJA |      |        |
|-----|------------|------|--------|
|     | X2.1       | X2.2 | JUMLAH |
| 1   | 5          | 5    | 10     |
| 2   | 5          | 5    | 10     |
| 3   | 5          | 4    | 9      |
| 4   | 4          | 4    | 8      |
| 5   | 4          | 5    | 9      |
| 6   | 4          | 4    | 8      |
| 7   | 5          | 4    | 9      |
| 8   | 4          | 4    | 8      |
| 9   | 5          | 4    | 9      |
| 10  | 5          | 5    | 10     |
| 11  | 5          | 4    | 9      |
| 12  | 5          | 5    | 10     |
| 13  | 5          | 5    | 10     |
| 14  | 2          | 4    | 6      |
| 15  | 5          | 4    | 9      |
| 16  | 3          | 4    | 7      |
| 17  | 4          | 5    | 9      |
| 18  | 4          | 5    | 9      |
| 19  | 4          | 5    | 9      |
| 20  | 4          | 4    | 8      |
| 21  | 4          | 4    | 8      |
| 22  | 4          | 4    | 8      |
| 23  | 4          | 4    | 8      |
| 24  | 5          | 4    | 9      |

|    |   |   |    |
|----|---|---|----|
| 25 | 5 | 5 | 10 |
| 26 | 5 | 5 | 10 |
| 27 | 5 | 5 | 10 |
| 28 | 4 | 5 | 9  |
| 29 | 5 | 5 | 10 |
| 30 | 4 | 5 | 9  |
| 31 | 5 | 4 | 9  |
| 32 | 4 | 5 | 9  |
| 33 | 5 | 5 | 10 |
| 34 | 4 | 4 | 8  |
| 35 | 5 | 4 | 9  |
| 36 | 4 | 5 | 9  |
| 37 | 5 | 5 | 10 |
| 38 | 3 | 4 | 7  |
| 39 | 5 | 5 | 10 |
| 40 | 5 | 4 | 9  |
| 41 | 5 | 5 | 10 |
| 42 | 5 | 4 | 9  |
| 43 | 4 | 4 | 8  |
| 44 | 4 | 5 | 9  |
| 45 | 4 | 4 | 8  |
| 46 | 4 | 4 | 8  |
| 47 | 4 | 5 | 9  |
| 48 | 5 | 5 | 10 |
| 49 | 5 | 5 | 10 |
| 50 | 4 | 5 | 9  |
| 51 | 4 | 5 | 9  |
| 52 | 4 | 5 | 9  |
| 53 | 4 | 5 | 9  |
| 54 | 5 | 5 | 10 |
| 55 | 5 | 4 | 9  |
| 56 | 4 | 4 | 8  |
| 57 | 4 | 4 | 8  |
| 58 | 4 | 4 | 8  |
| 59 | 5 | 4 | 9  |
| 60 | 4 | 4 | 8  |
| 61 | 4 | 5 | 9  |
| 62 | 4 | 5 | 9  |
| 63 | 4 | 4 | 8  |
| 64 | 4 | 4 | 8  |
| 65 | 5 | 5 | 10 |

|     |   |   |    |
|-----|---|---|----|
| 66  | 5 | 4 | 9  |
| 67  | 5 | 4 | 9  |
| 68  | 4 | 3 | 7  |
| 69  | 4 | 5 | 9  |
| 70  | 4 | 4 | 8  |
| 71  | 4 | 5 | 9  |
| 72  | 4 | 4 | 8  |
| 73  | 4 | 5 | 9  |
| 74  | 4 | 4 | 8  |
| 75  | 4 | 4 | 8  |
| 76  | 5 | 5 | 10 |
| 77  | 4 | 4 | 8  |
| 78  | 5 | 4 | 9  |
| 79  | 5 | 4 | 9  |
| 80  | 4 | 4 | 8  |
| 81  | 4 | 4 | 8  |
| 82  | 4 | 4 | 8  |
| 83  | 4 | 4 | 8  |
| 84  | 5 | 4 | 9  |
| 85  | 5 | 5 | 10 |
| 86  | 5 | 4 | 9  |
| 87  | 5 | 4 | 9  |
| 88  | 4 | 4 | 8  |
| 89  | 5 | 4 | 9  |
| 90  | 5 | 4 | 9  |
| 91  | 5 | 4 | 9  |
| 92  | 5 | 4 | 9  |
| 93  | 4 | 4 | 8  |
| 94  | 4 | 4 | 8  |
| 95  | 4 | 4 | 8  |
| 96  | 5 | 5 | 10 |
| 97  | 5 | 5 | 10 |
| 98  | 4 | 4 | 8  |
| 99  | 5 | 4 | 9  |
| 100 | 5 | 4 | 9  |
| 101 | 5 | 4 | 9  |
| 102 | 4 | 4 | 8  |
| 103 | 4 | 4 | 8  |
| 104 | 5 | 4 | 9  |
| 105 | 5 | 4 | 9  |
| 106 | 5 | 4 | 9  |

|     |   |   |    |
|-----|---|---|----|
| 107 | 5 | 4 | 9  |
| 108 | 5 | 4 | 9  |
| 109 | 5 | 5 | 10 |
| 110 | 5 | 5 | 10 |
| 111 | 4 | 5 | 9  |
| 112 | 4 | 4 | 8  |
| 113 | 4 | 4 | 8  |
| 114 | 4 | 4 | 8  |
| 115 | 4 | 4 | 8  |
| 116 | 4 | 5 | 9  |
| 117 | 4 | 4 | 8  |
| 118 | 4 | 4 | 8  |
| 119 | 5 | 5 | 10 |
| 120 | 5 | 5 | 10 |
| 121 | 5 | 4 | 9  |
| 122 | 5 | 4 | 9  |
| 123 | 5 | 5 | 10 |
| 124 | 5 | 5 | 10 |
| 125 | 5 | 5 | 10 |
| 126 | 5 | 5 | 10 |
| 127 | 5 | 5 | 10 |
| 128 | 4 | 4 | 8  |
| 129 | 4 | 5 | 9  |
| 130 | 4 | 5 | 9  |
| 131 | 5 | 5 | 10 |
| 132 | 4 | 4 | 8  |
| 133 | 4 | 4 | 8  |
| 134 | 4 | 5 | 9  |
| 135 | 4 | 5 | 9  |
| 136 | 4 | 4 | 8  |
| 137 | 4 | 5 | 9  |
| 138 | 5 | 4 | 9  |
| 139 | 5 | 5 | 10 |
| 140 | 5 | 4 | 9  |
| 141 | 5 | 4 | 9  |
| 142 | 5 | 4 | 9  |
| 143 | 5 | 5 | 10 |
| 144 | 5 | 5 | 10 |
| 145 | 5 | 4 | 9  |
| 146 | 5 | 4 | 9  |
| 147 | 5 | 4 | 9  |

|     |   |   |    |
|-----|---|---|----|
| 148 | 4 | 4 | 8  |
| 149 | 5 | 4 | 9  |
| 150 | 5 | 4 | 9  |
| 151 | 5 | 5 | 10 |
| 152 | 4 | 4 | 8  |
| 153 | 4 | 5 | 9  |
| 154 | 4 | 4 | 8  |
| 155 | 5 | 4 | 9  |
| 156 | 5 | 4 | 9  |
| 157 | 5 | 4 | 9  |
| 158 | 4 | 5 | 9  |
| 159 | 4 | 5 | 9  |
| 160 | 4 | 5 | 9  |
| 161 | 4 | 5 | 9  |
| 162 | 5 | 5 | 10 |
| 163 | 5 | 4 | 9  |
| 164 | 4 | 4 | 8  |
| 165 | 4 | 4 | 8  |
| 166 | 4 | 4 | 8  |
| 167 | 4 | 5 | 9  |
| 168 | 4 | 5 | 9  |
| 169 | 4 | 5 | 9  |
| 170 | 4 | 5 | 9  |
| 171 | 4 | 4 | 8  |
| 172 | 5 | 5 | 10 |
| 173 | 5 | 4 | 9  |
| 174 | 4 | 5 | 9  |
| 175 | 4 | 5 | 9  |
| 176 | 4 | 5 | 9  |
| 177 | 4 | 4 | 8  |
| 178 | 4 | 5 | 9  |
| 179 | 5 | 5 | 10 |
| 180 | 5 | 4 | 9  |
| 181 | 5 | 5 | 10 |
| 182 | 5 | 4 | 9  |
| 183 | 4 | 5 | 9  |
| 184 | 5 | 5 | 10 |
| 185 | 4 | 4 | 8  |
| 186 | 5 | 4 | 9  |
| 187 | 5 | 5 | 10 |
| 188 | 4 | 5 | 9  |

|     |   |   |    |
|-----|---|---|----|
| 189 | 4 | 5 | 9  |
| 190 | 4 | 5 | 9  |
| 191 | 5 | 4 | 9  |
| 192 | 5 | 5 | 10 |
| 193 | 5 | 5 | 10 |
| 194 | 4 | 5 | 9  |
| 195 | 4 | 5 | 9  |
| 196 | 4 | 4 | 8  |
| 197 | 5 | 4 | 9  |
| 198 | 4 | 5 | 9  |
| 199 | 4 | 5 | 9  |
| 200 | 4 | 5 | 9  |
| 201 | 5 | 4 | 9  |
| 202 | 5 | 4 | 9  |
| 203 | 5 | 5 | 10 |
| 204 | 5 | 4 | 9  |
| 205 | 5 | 5 | 10 |
| 206 | 4 | 5 | 9  |
| 207 | 4 | 5 | 9  |
| 208 | 4 | 5 | 9  |
| 209 | 5 | 4 | 9  |
| 210 | 4 | 5 | 9  |
| 211 | 4 | 5 | 9  |
| 212 | 3 | 5 | 8  |
| 213 | 5 | 4 | 9  |
| 214 | 4 | 4 | 8  |
| 215 | 5 | 5 | 10 |
| 216 | 5 | 5 | 10 |
| 217 | 4 | 3 | 7  |
| 218 | 4 | 5 | 9  |
| 219 | 4 | 5 | 9  |
| 220 | 5 | 4 | 9  |
| 221 | 4 | 4 | 8  |
| 222 | 4 | 5 | 9  |
| 223 | 4 | 5 | 9  |
| 224 | 4 | 5 | 9  |
| 225 | 4 | 5 | 9  |
| 226 | 5 | 5 | 10 |
| 227 | 5 | 5 | 10 |
| 228 | 5 | 5 | 10 |
| 229 | 4 | 4 | 8  |

|     |   |   |    |
|-----|---|---|----|
| 230 | 4 | 4 | 8  |
| 231 | 5 | 4 | 9  |
| 232 | 5 | 5 | 10 |
| 233 | 5 | 4 | 9  |
| 234 | 5 | 5 | 10 |
| 235 | 4 | 4 | 8  |
| 236 | 5 | 5 | 10 |
| 237 | 4 | 4 | 8  |
| 238 | 5 | 5 | 10 |
| 239 | 5 | 5 | 10 |
| 240 | 5 | 5 | 10 |
| 241 | 4 | 5 | 9  |
| 242 | 4 | 4 | 8  |
| 243 | 5 | 5 | 10 |
| 244 | 5 | 5 | 10 |
| 245 | 4 | 4 | 8  |
| 246 | 4 | 5 | 9  |
| 247 | 4 | 5 | 9  |
| 248 | 4 | 5 | 9  |
| 249 | 4 | 5 | 9  |
| 250 | 4 | 5 | 9  |

Data Kompensasi (X3)

| No. | KOMPENSASI |      |      |      | JUMLAH |
|-----|------------|------|------|------|--------|
|     | X3.1       | X3.2 | X3.3 | X3.4 |        |
| 1   | 3          | 3    | 4    | 5    | 15     |
| 2   | 3          | 4    | 4    | 5    | 16     |
| 3   | 5          | 3    | 4    | 3    | 15     |
| 4   | 3          | 4    | 5    | 4    | 16     |
| 5   | 4          | 3    | 4    | 3    | 14     |
| 6   | 4          | 4    | 4    | 4    | 16     |
| 7   | 5          | 3    | 4    | 5    | 17     |
| 8   | 4          | 5    | 3    | 4    | 16     |
| 9   | 3          | 4    | 4    | 5    | 16     |
| 10  | 5          | 3    | 5    | 3    | 16     |
| 11  | 5          | 3    | 4    | 5    | 17     |
| 12  | 5          | 4    | 3    | 5    | 17     |
| 13  | 3          | 3    | 5    | 5    | 16     |
| 14  | 5          | 3    | 5    | 3    | 16     |
| 15  | 5          | 5    | 4    | 5    | 19     |



|    |   |   |   |   |    |
|----|---|---|---|---|----|
| 16 | 3 | 4 | 5 | 3 | 15 |
| 17 | 3 | 3 | 3 | 4 | 13 |
| 18 | 4 | 3 | 5 | 4 | 16 |
| 19 | 4 | 4 | 4 | 3 | 15 |
| 20 | 4 | 4 | 4 | 4 | 16 |
| 21 | 3 | 4 | 4 | 4 | 15 |
| 22 | 5 | 4 | 3 | 4 | 16 |
| 23 | 4 | 3 | 4 | 3 | 14 |
| 24 | 5 | 4 | 4 | 5 | 18 |
| 25 | 3 | 3 | 4 | 5 | 15 |
| 26 | 5 | 4 | 4 | 3 | 16 |
| 27 | 4 | 3 | 3 | 5 | 15 |
| 28 | 4 | 4 | 4 | 4 | 16 |
| 29 | 3 | 3 | 4 | 5 | 15 |
| 30 | 5 | 4 | 5 | 4 | 18 |
| 31 | 4 | 4 | 5 | 3 | 16 |
| 32 | 2 | 4 | 4 | 4 | 14 |
| 33 | 3 | 4 | 4 | 5 | 16 |
| 34 | 5 | 3 | 4 | 4 | 16 |
| 35 | 4 | 3 | 4 | 3 | 14 |
| 36 | 2 | 3 | 4 | 4 | 13 |
| 37 | 3 | 4 | 5 | 5 | 17 |
| 38 | 5 | 4 | 4 | 3 | 16 |
| 39 | 4 | 4 | 4 | 5 | 17 |
| 40 | 3 | 3 | 5 | 5 | 16 |
| 41 | 4 | 4 | 4 | 5 | 17 |
| 42 | 5 | 3 | 4 | 5 | 17 |
| 43 | 4 | 3 | 4 | 4 | 15 |
| 44 | 3 | 4 | 3 | 4 | 14 |
| 45 | 3 | 5 | 4 | 4 | 16 |
| 46 | 5 | 3 | 4 | 4 | 16 |
| 47 | 3 | 4 | 5 | 4 | 16 |
| 48 | 3 | 3 | 4 | 5 | 15 |
| 49 | 3 | 4 | 4 | 5 | 16 |
| 50 | 5 | 5 | 4 | 4 | 18 |
| 51 | 5 | 4 | 4 | 4 | 17 |
| 52 | 4 | 3 | 4 | 4 | 15 |
| 53 | 4 | 4 | 5 | 4 | 17 |
| 54 | 2 | 5 | 4 | 5 | 16 |
| 55 | 5 | 5 | 4 | 3 | 17 |
| 56 | 4 | 4 | 5 | 4 | 17 |

|    |   |   |   |   |    |
|----|---|---|---|---|----|
| 57 | 4 | 3 | 5 | 4 | 16 |
| 58 | 2 | 5 | 3 | 4 | 14 |
| 59 | 4 | 4 | 5 | 5 | 18 |
| 60 | 5 | 4 | 4 | 4 | 17 |
| 61 | 4 | 5 | 5 | 4 | 18 |
| 62 | 5 | 4 | 4 | 4 | 17 |
| 63 | 4 | 3 | 5 | 4 | 16 |
| 64 | 5 | 5 | 4 | 4 | 18 |
| 65 | 3 | 4 | 5 | 5 | 17 |
| 66 | 3 | 3 | 4 | 5 | 15 |
| 67 | 5 | 5 | 5 | 5 | 20 |
| 68 | 3 | 4 | 5 | 4 | 16 |
| 69 | 4 | 4 | 4 | 4 | 16 |
| 70 | 4 | 4 | 5 | 4 | 17 |
| 71 | 5 | 3 | 4 | 4 | 16 |
| 72 | 3 | 4 | 4 | 3 | 14 |
| 73 | 4 | 4 | 4 | 4 | 16 |
| 74 | 5 | 4 | 4 | 3 | 16 |
| 75 | 5 | 4 | 5 | 4 | 18 |
| 76 | 3 | 4 | 3 | 5 | 15 |
| 77 | 4 | 4 | 5 | 4 | 17 |
| 78 | 5 | 4 | 5 | 5 | 19 |
| 79 | 4 | 5 | 4 | 5 | 18 |
| 80 | 4 | 4 | 4 | 4 | 16 |
| 81 | 3 | 4 | 4 | 4 | 15 |
| 82 | 5 | 4 | 4 | 4 | 17 |
| 83 | 4 | 4 | 4 | 4 | 16 |
| 84 | 4 | 4 | 4 | 5 | 17 |
| 85 | 4 | 4 | 4 | 5 | 17 |
| 86 | 5 | 4 | 4 | 5 | 18 |
| 87 | 3 | 5 | 4 | 3 | 15 |
| 88 | 3 | 4 | 4 | 4 | 15 |
| 89 | 5 | 4 | 4 | 5 | 18 |
| 90 | 5 | 5 | 4 | 5 | 19 |
| 91 | 3 | 4 | 5 | 5 | 17 |
| 92 | 4 | 4 | 5 | 5 | 18 |
| 93 | 4 | 4 | 5 | 4 | 17 |
| 94 | 5 | 5 | 5 | 4 | 19 |
| 95 | 4 | 3 | 5 | 4 | 16 |
| 96 | 3 | 4 | 4 | 5 | 16 |
| 97 | 4 | 4 | 4 | 3 | 15 |

|     |   |   |   |   |    |
|-----|---|---|---|---|----|
| 98  | 5 | 4 | 4 | 4 | 17 |
| 99  | 5 | 4 | 4 | 5 | 18 |
| 100 | 5 | 4 | 4 | 3 | 16 |
| 101 | 5 | 4 | 3 | 5 | 17 |
| 102 | 5 | 4 | 5 | 4 | 18 |
| 103 | 4 | 4 | 4 | 4 | 16 |
| 104 | 3 | 5 | 4 | 5 | 17 |
| 105 | 4 | 5 | 4 | 5 | 18 |
| 106 | 3 | 4 | 4 | 5 | 16 |
| 107 | 5 | 5 | 5 | 5 | 20 |
| 108 | 5 | 4 | 5 | 5 | 19 |
| 109 | 3 | 4 | 5 | 5 | 17 |
| 110 | 5 | 4 | 5 | 5 | 19 |
| 111 | 5 | 4 | 5 | 4 | 18 |
| 112 | 4 | 4 | 4 | 4 | 16 |
| 113 | 4 | 5 | 4 | 4 | 17 |
| 114 | 3 | 4 | 4 | 4 | 15 |
| 115 | 5 | 3 | 4 | 4 | 16 |
| 116 | 3 | 4 | 4 | 4 | 15 |
| 117 | 4 | 5 | 4 | 3 | 16 |
| 118 | 3 | 4 | 5 | 4 | 16 |
| 119 | 5 | 3 | 4 | 5 | 17 |
| 120 | 5 | 4 | 4 | 5 | 18 |
| 121 | 3 | 4 | 4 | 5 | 16 |
| 122 | 3 | 5 | 4 | 5 | 17 |
| 123 | 5 | 4 | 3 | 5 | 17 |
| 124 | 5 | 3 | 4 | 5 | 17 |
| 125 | 5 | 4 | 4 | 5 | 18 |
| 126 | 3 | 4 | 5 | 5 | 17 |
| 127 | 3 | 5 | 5 | 5 | 18 |
| 128 | 4 | 3 | 5 | 4 | 16 |
| 129 | 4 | 4 | 5 | 4 | 17 |
| 130 | 5 | 4 | 5 | 4 | 18 |
| 131 | 3 | 4 | 5 | 5 | 17 |
| 132 | 3 | 4 | 4 | 4 | 15 |
| 133 | 4 | 5 | 5 | 3 | 17 |
| 134 | 5 | 4 | 4 | 4 | 17 |
| 135 | 4 | 4 | 4 | 4 | 16 |
| 136 | 4 | 4 | 4 | 3 | 15 |
| 137 | 4 | 4 | 4 | 4 | 16 |
| 138 | 3 | 4 | 3 | 5 | 15 |

|     |   |   |   |   |    |
|-----|---|---|---|---|----|
| 139 | 5 | 4 | 4 | 5 | 18 |
| 140 | 4 | 4 | 4 | 5 | 17 |
| 141 | 5 | 4 | 4 | 5 | 18 |
| 142 | 3 | 4 | 4 | 5 | 16 |
| 143 | 3 | 3 | 4 | 5 | 15 |
| 144 | 5 | 4 | 4 | 5 | 18 |
| 145 | 5 | 4 | 4 | 5 | 18 |
| 146 | 4 | 4 | 4 | 5 | 17 |
| 147 | 5 | 4 | 4 | 5 | 18 |
| 148 | 3 | 4 | 4 | 4 | 15 |
| 149 | 4 | 4 | 4 | 5 | 17 |
| 150 | 5 | 4 | 5 | 5 | 19 |
| 151 | 5 | 4 | 4 | 5 | 18 |
| 152 | 4 | 4 | 4 | 4 | 16 |
| 153 | 3 | 4 | 5 | 4 | 16 |
| 154 | 5 | 3 | 4 | 3 | 15 |
| 155 | 3 | 4 | 3 | 5 | 15 |
| 156 | 4 | 4 | 4 | 5 | 17 |
| 157 | 3 | 3 | 4 | 5 | 15 |
| 158 | 5 | 4 | 4 | 4 | 17 |
| 159 | 4 | 4 | 4 | 4 | 16 |
| 160 | 4 | 3 | 4 | 4 | 15 |
| 161 | 4 | 4 | 4 | 3 | 15 |
| 162 | 5 | 4 | 4 | 5 | 18 |
| 163 | 4 | 3 | 4 | 5 | 16 |
| 164 | 4 | 4 | 3 | 4 | 15 |
| 165 | 4 | 3 | 4 | 4 | 15 |
| 166 | 5 | 4 | 5 | 4 | 18 |
| 167 | 4 | 4 | 5 | 4 | 17 |
| 168 | 4 | 4 | 5 | 4 | 17 |
| 169 | 3 | 4 | 5 | 4 | 16 |
| 170 | 5 | 3 | 4 | 4 | 16 |
| 171 | 3 | 4 | 4 | 4 | 15 |
| 172 | 3 | 4 | 4 | 3 | 14 |
| 173 | 5 | 3 | 4 | 5 | 17 |
| 174 | 3 | 4 | 5 | 4 | 16 |
| 175 | 5 | 4 | 4 | 4 | 17 |
| 176 | 3 | 4 | 4 | 4 | 15 |
| 177 | 5 | 4 | 4 | 4 | 17 |
| 178 | 3 | 3 | 3 | 4 | 13 |
| 179 | 5 | 5 | 4 | 5 | 19 |

|     |   |   |   |   |    |
|-----|---|---|---|---|----|
| 180 | 3 | 4 | 4 | 5 | 16 |
| 181 | 5 | 4 | 4 | 5 | 18 |
| 182 | 5 | 3 | 5 | 5 | 18 |
| 183 | 3 | 4 | 4 | 4 | 15 |
| 184 | 5 | 4 | 5 | 5 | 19 |
| 185 | 4 | 3 | 4 | 3 | 14 |
| 186 | 4 | 3 | 4 | 5 | 16 |
| 187 | 5 | 3 | 4 | 5 | 17 |
| 188 | 3 | 3 | 5 | 4 | 15 |
| 189 | 4 | 3 | 5 | 4 | 16 |
| 190 | 5 | 4 | 3 | 4 | 16 |
| 191 | 5 | 3 | 4 | 5 | 17 |
| 192 | 4 | 3 | 4 | 5 | 16 |
| 193 | 5 | 4 | 5 | 5 | 19 |
| 194 | 2 | 3 | 5 | 4 | 14 |
| 195 | 4 | 3 | 5 | 3 | 15 |
| 196 | 5 | 4 | 5 | 4 | 18 |
| 197 | 3 | 3 | 5 | 5 | 16 |
| 198 | 3 | 5 | 4 | 4 | 16 |
| 199 | 5 | 3 | 5 | 4 | 17 |
| 200 | 4 | 4 | 5 | 4 | 17 |
| 201 | 5 | 3 | 5 | 5 | 18 |
| 202 | 5 | 3 | 5 | 5 | 18 |
| 203 | 5 | 3 | 5 | 5 | 18 |
| 204 | 4 | 4 | 3 | 5 | 16 |
| 205 | 5 | 4 | 5 | 5 | 19 |
| 206 | 5 | 5 | 5 | 4 | 19 |
| 207 | 3 | 5 | 5 | 3 | 16 |
| 208 | 3 | 4 | 5 | 4 | 16 |
| 209 | 4 | 5 | 4 | 5 | 18 |
| 210 | 5 | 3 | 4 | 4 | 16 |
| 211 | 4 | 3 | 5 | 4 | 16 |
| 212 | 3 | 5 | 4 | 3 | 15 |
| 213 | 5 | 5 | 5 | 5 | 20 |
| 214 | 4 | 4 | 4 | 4 | 16 |
| 215 | 3 | 5 | 4 | 5 | 17 |
| 216 | 5 | 3 | 4 | 5 | 17 |
| 217 | 5 | 4 | 4 | 3 | 16 |
| 218 | 4 | 3 | 3 | 4 | 14 |
| 219 | 4 | 3 | 4 | 4 | 15 |
| 220 | 3 | 5 | 4 | 5 | 17 |

|     |   |   |   |   |    |
|-----|---|---|---|---|----|
| 221 | 5 | 4 | 5 | 4 | 18 |
| 222 | 3 | 5 | 5 | 4 | 17 |
| 223 | 3 | 5 | 4 | 4 | 16 |
| 224 | 4 | 3 | 4 | 4 | 15 |
| 225 | 3 | 3 | 4 | 4 | 14 |
| 226 | 3 | 4 | 5 | 5 | 17 |
| 227 | 3 | 4 | 4 | 5 | 16 |
| 228 | 3 | 3 | 4 | 5 | 15 |
| 229 | 5 | 3 | 4 | 4 | 16 |
| 230 | 3 | 4 | 5 | 4 | 16 |
| 231 | 5 | 3 | 4 | 5 | 17 |
| 232 | 5 | 3 | 5 | 3 | 16 |
| 233 | 4 | 3 | 3 | 5 | 15 |
| 234 | 3 | 4 | 4 | 5 | 16 |
| 235 | 5 | 3 | 4 | 4 | 16 |
| 236 | 5 | 4 | 5 | 5 | 19 |
| 237 | 4 | 5 | 4 | 4 | 17 |
| 238 | 3 | 4 | 4 | 5 | 16 |
| 239 | 5 | 4 | 5 | 5 | 19 |
| 240 | 4 | 5 | 4 | 5 | 18 |
| 241 | 3 | 3 | 4 | 4 | 14 |
| 242 | 4 | 5 | 5 | 3 | 17 |
| 243 | 3 | 4 | 4 | 3 | 14 |
| 244 | 3 | 3 | 3 | 5 | 14 |
| 245 | 3 | 3 | 4 | 4 | 14 |
| 246 | 4 | 4 | 5 | 4 | 17 |
| 247 | 5 | 4 | 4 | 4 | 17 |
| 248 | 4 | 3 | 4 | 3 | 14 |
| 249 | 4 | 4 | 4 | 4 | 16 |
| 250 | 4 | 4 | 5 | 4 | 17 |

*Data Turnover intentions (Y)*

| No. | <i>TURNOVER INTENTIONS</i> |     |     |        |
|-----|----------------------------|-----|-----|--------|
|     | Y.1                        | Y.2 | Y.3 | JUMLAH |
| 1   | 5                          | 4   | 5   | 14     |
| 2   | 5                          | 4   | 5   | 14     |
| 3   | 5                          | 4   | 3   | 12     |
| 4   | 4                          | 5   | 4   | 13     |
| 5   | 4                          | 4   | 4   | 12     |
| 6   | 4                          | 4   | 4   | 12     |

|    |   |   |   |    |
|----|---|---|---|----|
| 7  | 5 | 4 | 5 | 14 |
| 8  | 4 | 4 | 4 | 12 |
| 9  | 5 | 4 | 5 | 14 |
| 10 | 5 | 5 | 5 | 15 |
| 11 | 5 | 4 | 5 | 14 |
| 12 | 5 | 5 | 5 | 15 |
| 13 | 5 | 5 | 5 | 15 |
| 14 | 2 | 5 | 3 | 10 |
| 15 | 5 | 4 | 5 | 14 |
| 16 | 3 | 5 | 3 | 11 |
| 17 | 4 | 5 | 4 | 13 |
| 18 | 4 | 5 | 4 | 13 |
| 19 | 4 | 4 | 4 | 12 |
| 20 | 4 | 4 | 4 | 12 |
| 21 | 4 | 4 | 4 | 12 |
| 22 | 4 | 4 | 4 | 12 |
| 23 | 4 | 4 | 3 | 11 |
| 24 | 5 | 4 | 5 | 14 |
| 25 | 5 | 4 | 5 | 14 |
| 26 | 5 | 4 | 5 | 14 |
| 27 | 5 | 4 | 5 | 14 |
| 28 | 4 | 4 | 4 | 12 |
| 29 | 5 | 4 | 5 | 14 |
| 30 | 4 | 5 | 4 | 13 |
| 31 | 5 | 5 | 5 | 15 |
| 32 | 4 | 4 | 4 | 12 |
| 33 | 5 | 4 | 5 | 14 |
| 34 | 4 | 4 | 4 | 12 |
| 35 | 5 | 4 | 5 | 14 |
| 36 | 4 | 4 | 4 | 12 |
| 37 | 5 | 5 | 5 | 15 |
| 38 | 3 | 4 | 3 | 10 |
| 39 | 5 | 4 | 5 | 14 |
| 40 | 5 | 5 | 5 | 15 |
| 41 | 5 | 4 | 5 | 14 |
| 42 | 5 | 4 | 5 | 14 |
| 43 | 4 | 4 | 4 | 12 |
| 44 | 4 | 4 | 4 | 12 |
| 45 | 4 | 4 | 4 | 12 |
| 46 | 4 | 4 | 4 | 12 |
| 47 | 4 | 5 | 4 | 13 |

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|----|---|---|---|----|
| 48 | 5 | 4 | 5 | 14 |
| 49 | 5 | 4 | 5 | 14 |
| 50 | 4 | 4 | 4 | 12 |
| 51 | 4 | 4 | 4 | 12 |
| 52 | 4 | 4 | 4 | 12 |
| 53 | 4 | 5 | 4 | 13 |
| 54 | 5 | 4 | 5 | 14 |
| 55 | 5 | 4 | 3 | 12 |
| 56 | 4 | 5 | 4 | 13 |
| 57 | 4 | 5 | 4 | 13 |
| 58 | 4 | 5 | 4 | 13 |
| 59 | 5 | 5 | 5 | 15 |
| 60 | 4 | 4 | 4 | 12 |
| 61 | 4 | 5 | 4 | 13 |
| 62 | 4 | 4 | 4 | 12 |
| 63 | 4 | 5 | 4 | 13 |
| 64 | 4 | 4 | 4 | 12 |
| 65 | 5 | 5 | 5 | 15 |
| 66 | 5 | 4 | 5 | 14 |
| 67 | 5 | 5 | 5 | 15 |
| 68 | 4 | 5 | 4 | 13 |
| 69 | 4 | 4 | 4 | 12 |
| 70 | 4 | 5 | 4 | 13 |
| 71 | 4 | 4 | 4 | 12 |
| 72 | 4 | 4 | 3 | 11 |
| 73 | 4 | 4 | 4 | 12 |
| 74 | 4 | 4 | 3 | 11 |
| 75 | 4 | 5 | 4 | 13 |
| 76 | 5 | 5 | 5 | 15 |
| 77 | 4 | 5 | 4 | 13 |
| 78 | 5 | 5 | 5 | 15 |
| 79 | 5 | 4 | 5 | 14 |
| 80 | 4 | 4 | 4 | 12 |
| 81 | 4 | 4 | 4 | 12 |
| 82 | 4 | 4 | 4 | 12 |
| 83 | 4 | 4 | 4 | 12 |
| 84 | 5 | 4 | 5 | 14 |
| 85 | 5 | 4 | 5 | 14 |
| 86 | 5 | 4 | 5 | 14 |
| 87 | 5 | 4 | 3 | 12 |
| 88 | 4 | 4 | 4 | 12 |



|     |   |   |   |    |
|-----|---|---|---|----|
| 89  | 5 | 4 | 5 | 14 |
| 90  | 5 | 4 | 5 | 14 |
| 91  | 5 | 5 | 5 | 15 |
| 92  | 5 | 5 | 5 | 15 |
| 93  | 4 | 5 | 4 | 13 |
| 94  | 4 | 5 | 4 | 13 |
| 95  | 4 | 5 | 4 | 13 |
| 96  | 5 | 4 | 5 | 14 |
| 97  | 5 | 4 | 3 | 12 |
| 98  | 4 | 4 | 4 | 12 |
| 99  | 5 | 4 | 5 | 14 |
| 100 | 5 | 4 | 3 | 12 |
| 101 | 5 | 4 | 5 | 14 |
| 102 | 4 | 5 | 4 | 13 |
| 103 | 4 | 4 | 4 | 12 |
| 104 | 5 | 4 | 5 | 14 |
| 105 | 5 | 4 | 5 | 14 |
| 106 | 5 | 4 | 5 | 14 |
| 107 | 5 | 5 | 5 | 15 |
| 108 | 5 | 5 | 5 | 15 |
| 109 | 5 | 5 | 5 | 15 |
| 110 | 5 | 5 | 5 | 15 |
| 111 | 4 | 5 | 4 | 13 |
| 112 | 4 | 4 | 4 | 12 |
| 113 | 4 | 4 | 4 | 12 |
| 114 | 4 | 4 | 4 | 12 |
| 115 | 4 | 4 | 4 | 12 |
| 116 | 4 | 4 | 4 | 12 |
| 117 | 4 | 4 | 3 | 11 |
| 118 | 4 | 5 | 4 | 13 |
| 119 | 5 | 4 | 5 | 14 |
| 120 | 5 | 4 | 5 | 14 |
| 121 | 5 | 4 | 5 | 14 |
| 122 | 5 | 4 | 5 | 14 |
| 123 | 5 | 4 | 5 | 14 |
| 124 | 5 | 4 | 5 | 14 |
| 125 | 5 | 4 | 5 | 14 |
| 126 | 5 | 5 | 5 | 15 |
| 127 | 5 | 5 | 5 | 15 |
| 128 | 4 | 5 | 4 | 13 |
| 129 | 4 | 5 | 4 | 13 |

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|-----|---|---|---|----|
| 130 | 4 | 5 | 4 | 13 |
| 131 | 5 | 5 | 5 | 15 |
| 132 | 4 | 4 | 4 | 12 |
| 133 | 4 | 5 | 3 | 12 |
| 134 | 4 | 4 | 4 | 12 |
| 135 | 4 | 4 | 4 | 12 |
| 136 | 4 | 4 | 3 | 11 |
| 137 | 4 | 4 | 4 | 12 |
| 138 | 5 | 4 | 5 | 14 |
| 139 | 5 | 4 | 5 | 14 |
| 140 | 5 | 4 | 5 | 14 |
| 141 | 5 | 4 | 5 | 14 |
| 142 | 5 | 4 | 5 | 14 |
| 143 | 5 | 4 | 5 | 14 |
| 144 | 5 | 4 | 5 | 14 |
| 145 | 5 | 4 | 5 | 14 |
| 146 | 5 | 4 | 5 | 14 |
| 147 | 5 | 4 | 5 | 14 |
| 148 | 4 | 4 | 4 | 12 |
| 149 | 5 | 4 | 5 | 14 |
| 150 | 5 | 5 | 5 | 15 |
| 151 | 5 | 4 | 5 | 14 |
| 152 | 4 | 4 | 4 | 12 |
| 153 | 4 | 5 | 4 | 13 |
| 154 | 4 | 4 | 3 | 11 |
| 155 | 5 | 4 | 5 | 14 |
| 156 | 5 | 4 | 5 | 14 |
| 157 | 5 | 4 | 5 | 14 |
| 158 | 4 | 4 | 4 | 12 |
| 159 | 4 | 4 | 4 | 12 |
| 160 | 4 | 4 | 4 | 12 |
| 161 | 4 | 4 | 3 | 11 |
| 162 | 5 | 4 | 5 | 14 |
| 163 | 5 | 4 | 5 | 14 |
| 164 | 4 | 4 | 4 | 12 |
| 165 | 4 | 4 | 4 | 12 |
| 166 | 4 | 5 | 4 | 13 |
| 167 | 4 | 5 | 4 | 13 |
| 168 | 4 | 5 | 4 | 13 |
| 169 | 4 | 5 | 4 | 13 |
| 170 | 4 | 4 | 4 | 12 |

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|-----|---|---|---|----|
| 171 | 4 | 4 | 4 | 12 |
| 172 | 5 | 4 | 3 | 12 |
| 173 | 5 | 4 | 5 | 14 |
| 174 | 4 | 5 | 4 | 13 |
| 175 | 4 | 4 | 4 | 12 |
| 176 | 4 | 4 | 4 | 12 |
| 177 | 4 | 4 | 4 | 12 |
| 178 | 4 | 4 | 4 | 12 |
| 179 | 5 | 4 | 5 | 14 |
| 180 | 5 | 4 | 5 | 14 |
| 181 | 5 | 4 | 5 | 14 |
| 182 | 5 | 5 | 5 | 15 |
| 183 | 4 | 4 | 4 | 12 |
| 184 | 5 | 5 | 5 | 15 |
| 185 | 4 | 4 | 3 | 11 |
| 186 | 5 | 4 | 5 | 14 |
| 187 | 5 | 4 | 5 | 14 |
| 188 | 4 | 5 | 4 | 13 |
| 189 | 4 | 5 | 4 | 13 |
| 190 | 4 | 4 | 4 | 12 |
| 191 | 5 | 4 | 5 | 14 |
| 192 | 5 | 4 | 5 | 14 |
| 193 | 5 | 5 | 5 | 15 |
| 194 | 4 | 5 | 4 | 13 |
| 195 | 4 | 5 | 3 | 12 |
| 196 | 4 | 5 | 4 | 13 |
| 197 | 5 | 5 | 5 | 15 |
| 198 | 4 | 4 | 4 | 12 |
| 199 | 4 | 5 | 4 | 13 |
| 200 | 4 | 5 | 4 | 13 |
| 201 | 5 | 5 | 5 | 15 |
| 202 | 5 | 5 | 5 | 15 |
| 203 | 5 | 5 | 5 | 15 |
| 204 | 5 | 5 | 5 | 15 |
| 205 | 5 | 5 | 5 | 15 |
| 206 | 4 | 5 | 4 | 13 |
| 207 | 4 | 5 | 3 | 12 |
| 208 | 4 | 5 | 4 | 13 |
| 209 | 5 | 4 | 5 | 14 |
| 210 | 4 | 4 | 4 | 12 |
| 211 | 4 | 5 | 4 | 13 |

|     |   |   |   |    |
|-----|---|---|---|----|
| 212 | 3 | 4 | 3 | 10 |
| 213 | 5 | 5 | 5 | 15 |
| 214 | 4 | 4 | 4 | 12 |
| 215 | 5 | 4 | 5 | 14 |
| 216 | 5 | 4 | 5 | 14 |
| 217 | 4 | 4 | 3 | 11 |
| 218 | 4 | 4 | 4 | 12 |
| 219 | 4 | 4 | 4 | 12 |
| 220 | 5 | 4 | 5 | 14 |
| 221 | 4 | 5 | 4 | 13 |
| 222 | 4 | 5 | 4 | 13 |
| 223 | 4 | 4 | 4 | 12 |
| 224 | 4 | 4 | 4 | 12 |
| 225 | 4 | 4 | 4 | 12 |
| 226 | 5 | 5 | 5 | 15 |
| 227 | 5 | 4 | 5 | 14 |
| 228 | 5 | 4 | 5 | 14 |
| 229 | 4 | 4 | 4 | 12 |
| 230 | 4 | 5 | 4 | 13 |
| 231 | 5 | 4 | 5 | 14 |
| 232 | 5 | 5 | 3 | 13 |
| 233 | 5 | 4 | 5 | 14 |
| 234 | 5 | 4 | 5 | 14 |
| 235 | 4 | 4 | 4 | 12 |
| 236 | 5 | 5 | 5 | 15 |
| 237 | 4 | 4 | 4 | 12 |
| 238 | 5 | 4 | 5 | 14 |
| 239 | 5 | 5 | 5 | 15 |
| 240 | 5 | 4 | 5 | 14 |
| 241 | 4 | 4 | 4 | 12 |
| 242 | 4 | 5 | 3 | 12 |
| 243 | 5 | 4 | 3 | 12 |
| 244 | 5 | 4 | 5 | 14 |
| 245 | 4 | 4 | 4 | 12 |
| 246 | 4 | 5 | 4 | 13 |
| 247 | 4 | 4 | 4 | 12 |
| 248 | 4 | 4 | 3 | 11 |
| 249 | 4 | 4 | 4 | 12 |
| 250 | 4 | 5 | 4 | 13 |

**Lampiran 1.3**  
**Hasil Output Data Spss V.22.00**

**STATISTIK DESKRIPTIF**

**Descriptive Statistics**

|                    | N   | Minimum | Maximum | Sum     | Mean    | Std. Deviation |
|--------------------|-----|---------|---------|---------|---------|----------------|
| JUMLAH_X1          | 250 | 7,00    | 10,00   | 2198,00 | 8,7920  | ,68602         |
| JUMLAH_X2          | 250 | 6,00    | 10,00   | 2235,00 | 8,9400  | ,76073         |
| JUMLAH_X3          | 250 | 13,00   | 20,00   | 4102,00 | 16,4080 | 1,37736        |
| JUMLAH_Y           | 250 | 10,00   | 15,00   | 3282,00 | 13,1280 | 1,20225        |
| Valid N (listwise) | 250 |         |         |         |         |                |

**UJI VALIDITAS DAN REALIBITAS X1**

**Correlations**

|           |                     | X1.1   | X1.2   | JUMLAH_X1 |
|-----------|---------------------|--------|--------|-----------|
| X1.1      | Pearson Correlation | 1      | -,100  | ,725**    |
|           | Sig. (2-tailed)     |        | ,116   | ,000      |
|           | N                   | 250    | 250    | 250       |
| X1.2      | Pearson Correlation | -,100  | 1      | ,613**    |
|           | Sig. (2-tailed)     | ,116   |        | ,000      |
|           | N                   | 250    | 250    | 250       |
| JUMLAH_X1 | Pearson Correlation | ,725** | ,613** | 1         |
|           | Sig. (2-tailed)     | ,000   | ,000   |           |
|           | N                   | 250    | 250    | 250       |

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

**Reliability Statistics**

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,709             | 3          |

## UJI VALIDITAS DAN REALIBITAS X2

## Correlations

|           |                     | X2.1   | X2.2   | JUMLAH_X2 |
|-----------|---------------------|--------|--------|-----------|
| X2.1      | Pearson Correlation | 1      | ,026   | ,734**    |
|           | Sig. (2-tailed)     |        | ,677   | ,000      |
|           | N                   | 250    | 250    | 250       |
| X2.2      | Pearson Correlation | ,026   | 1      | ,698**    |
|           | Sig. (2-tailed)     | ,677   |        | ,000      |
|           | N                   | 250    | 250    | 250       |
| JUMLAH_X2 | Pearson Correlation | ,734** | ,698** | 1         |
|           | Sig. (2-tailed)     | ,000   | ,000   |           |
|           | N                   | 250    | 250    | 250       |

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

## Reliability Statistics

| Cronbach's Alpha | N of Items |
|------------------|------------|
| ,760             | 3          |

## UJI VALIDITAS DAN REALIBITAS X3

## Correlations

|      |                     | X3.1  | X3.2  | X3.3  | X3.4  | JUMLAH_X3 |
|------|---------------------|-------|-------|-------|-------|-----------|
| X3.1 | Pearson Correlation | 1     | -,075 | ,056  | -,001 | ,615**    |
|      | Sig. (2-tailed)     |       | ,237  | ,377  | ,984  | ,000      |
|      | N                   | 250   | 250   | 250   | 250   | 250       |
| X3.2 | Pearson Correlation | -,075 | 1     | ,032  | ,000  | ,435**    |
|      | Sig. (2-tailed)     | ,237  |       | ,610  | ,995  | ,000      |
|      | N                   | 250   | 250   | 250   | 250   | 250       |
| X3.3 | Pearson Correlation | ,056  | ,032  | 1     | -,082 | ,432**    |
|      | Sig. (2-tailed)     | ,377  | ,610  |       | ,199  | ,000      |
|      | N                   | 250   | 250   | 250   | 250   | 250       |
| X3.4 | Pearson Correlation | -,001 | ,000  | -,082 | 1     | ,460**    |
|      | Sig. (2-tailed)     | ,984  | ,995  | ,199  |       | ,000      |

|           |                     |        |        |        |        |     |
|-----------|---------------------|--------|--------|--------|--------|-----|
| N         |                     | 250    | 250    | 250    | 250    | 250 |
| JUMLAH_X3 | Pearson Correlation | ,615** | ,435** | ,432** | ,460** | 1   |
|           | Sig. (2-tailed)     | ,000   | ,000   | ,000   | ,000   |     |
| N         |                     | 250    | 250    | 250    | 250    | 250 |

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

#### Reliability Statistics

|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| ,614       | 5          |

#### UJI VALIDITAS DAN REALIBITAS Y

#### Correlations

|          |                     | Y1     | Y2     | Y3     | JUMLAH_Y |
|----------|---------------------|--------|--------|--------|----------|
| Y1       | Pearson Correlation | 1      | -,100  | ,773** | ,837**   |
|          | Sig. (2-tailed)     |        | ,116   | ,000   | ,000     |
|          | N                   | 250    | 250    | 250    | 250      |
| Y2       | Pearson Correlation | -,100  | 1      | -,020  | ,339**   |
|          | Sig. (2-tailed)     | ,116   |        | ,752   | ,000     |
|          | N                   | 250    | 250    | 250    | 250      |
| Y3       | Pearson Correlation | ,773** | -,020  | 1      | ,890**   |
|          | Sig. (2-tailed)     | ,000   | ,752   |        | ,000     |
|          | N                   | 250    | 250    | 250    | 250      |
| JUMLAH_Y | Pearson Correlation | ,837** | ,339** | ,890** | 1        |
|          | Sig. (2-tailed)     | ,000   | ,000   | ,000   |          |
|          | N                   | 250    | 250    | 250    | 250      |

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

#### Reliability Statistics

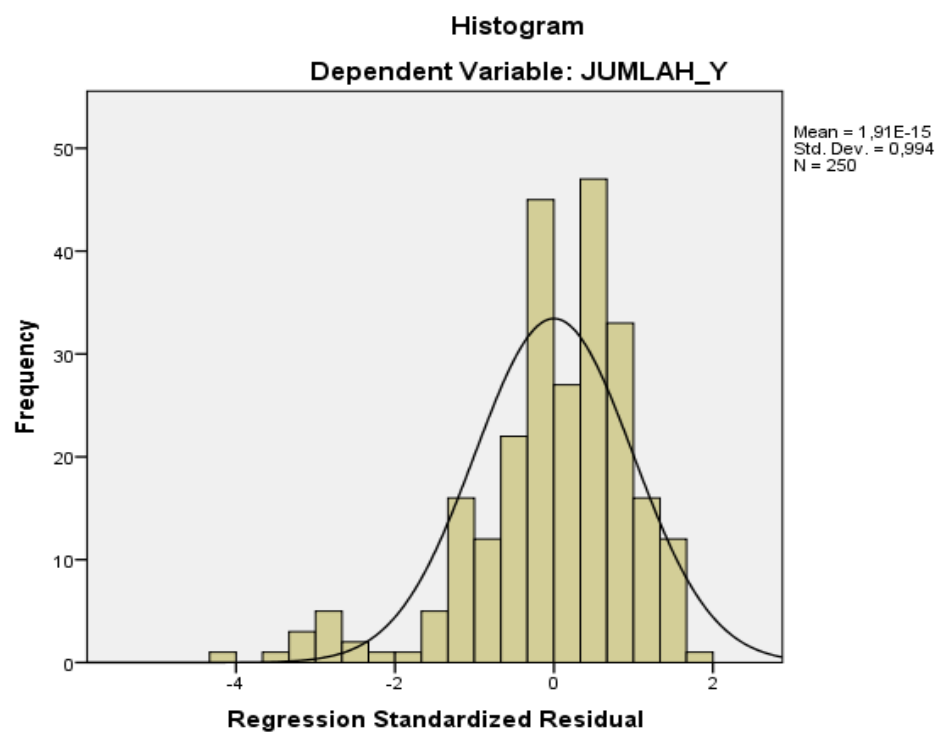
|            |            |
|------------|------------|
| Cronbach's |            |
| Alpha      | N of Items |
| ,780       | 4          |

## UJI MULTIKOLINEARITAS

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
|       |            |                             |            |                           |        |      |                         |       |
| 1     | (Constant) | -2,787                      | ,469       |                           | -5,939 | ,000 |                         |       |
|       | JUMLAH_X1  | 1,246                       | ,060       | ,711                      | 20,715 | ,000 | ,521                    | 1,919 |
|       | JUMLAH_X2  | ,354                        | ,048       | ,224                      | 7,413  | ,000 | ,671                    | 1,489 |
|       | JUMLAH_X3  | ,109                        | ,025       | ,125                      | 4,326  | ,000 | ,736                    | 1,358 |

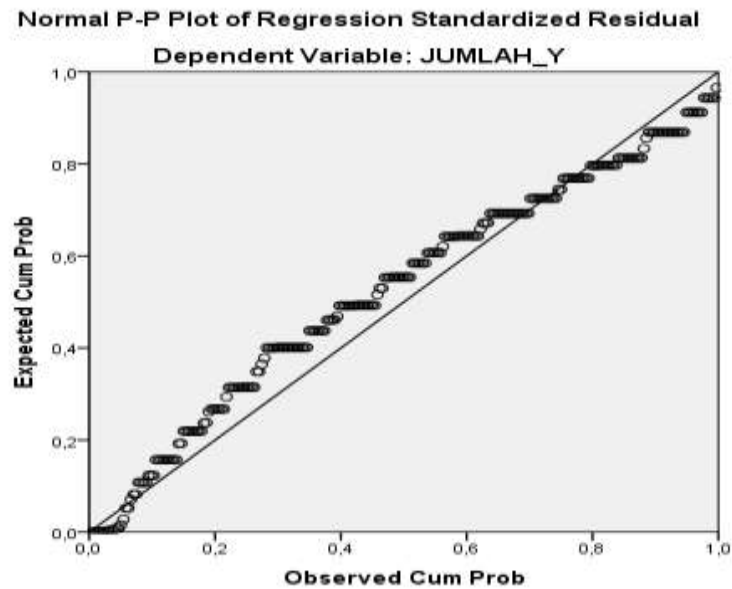
a. Dependent Variable: JUMLAH\_Y

## UJI HETERKEDASTISITAS





## UJI NORMALITAS



## UJI AUTO KORELASI

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

| Model | R     | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               | Durbin-Watson |
|-------|-------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |       |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |               |
| 1     | ,921a | ,849     | ,847              | ,47014                     | ,849              | 460,769  | 3   | 246 | ,000          | 1,893         |

a. Predictors: (Constant), JUMLAH\_X3, JUMLAH\_X2, JUMLAH\_X1

b. Dependent Variable: JUMLAH\_Y

## ANALISIS LINEAR BERGANDA DAN UJI T

Coefficients<sup>a</sup>

| Model |            | Unstandardized Coefficients |            | Standardized Coefficients | t      | Sig. | Collinearity Statistics |       |
|-------|------------|-----------------------------|------------|---------------------------|--------|------|-------------------------|-------|
|       |            | B                           | Std. Error | Beta                      |        |      | Tolerance               | VIF   |
| 1     | (Constant) | -2,787                      | ,469       |                           | -5,939 | ,000 |                         |       |
|       | JUMLAH_X1  | 1,246                       | ,060       | ,711                      | 20,715 | ,000 | ,521                    | 1,919 |
|       | JUMLAH_X2  | ,354                        | ,048       | ,224                      | 7,413  | ,000 | ,671                    | 1,358 |
|       | JUMLAH_X3  | ,109                        | ,025       | ,125                      | 4,326  | ,000 | ,736                    |       |

a. Dependent Variable: JUMLAH\_Y

## UJI F

ANOVA<sup>a</sup>

| Model |            | Sum of Squares | df  | Mean Square | F       | Sig.              |
|-------|------------|----------------|-----|-------------|---------|-------------------|
| 1     | Regression | 305,531        | 3   | 101,844     | 460,769 | ,000 <sup>b</sup> |
|       | Residual   | 54,373         | 246 | ,221        |         |                   |
|       | Total      | 359,904        | 249 |             |         |                   |

a. Dependent Variable: JUMLAH\_Y

b. Predictors: (Constant), JUMLAH\_X3, JUMLAH\_X2, JUMLAH\_X1

## UJI DETERMINASI

Model Summary<sup>b</sup>

| Model | R                 | R Square | Adjusted R Square | Std. Error of the Estimate | Change Statistics |          |     |     |               | Durbin-Watson |
|-------|-------------------|----------|-------------------|----------------------------|-------------------|----------|-----|-----|---------------|---------------|
|       |                   |          |                   |                            | R Square Change   | F Change | df1 | df2 | Sig. F Change |               |
| 1     | ,921 <sup>a</sup> | ,849     | ,847              | ,47014                     | ,849              | 460,769  | 3   | 246 | ,000          | 1,893         |

a. Predictors: (Constant), JUMLAH\_X3, JUMLAH\_X2, JUMLAH\_X1

b. Dependent Variable: JUMLAH\_Y



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Alamat : Jerukwangi Rt.02/VI Jepara

Telah melakukan Penelitian pada tanggal 15 November 2018 sampai dengan 31 Januari 2019.

Demikian Surat Keterangan ini dibuat dan dikeluarkan di Jepara untuk dapat dipergunakan sebagai mana mestinya.

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PT. Kota Jati Furindo Jepara



Eko Sulisty, SH

Ka Div Personalia



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