

Lampiran 1: Kuesioner

Dalam rangka memenuhi tugas akhir (skripsi), saya Ronaldo Tjipta (3103015229) mahasiswa jurusan manajemen fakultas bisnis Universitas Katolik Widya Mandala Surabaya sedang melakukan penelitian mengenai “Pengaruh *Job Stress* dan *Work Engagement* terhadap *Turnover Intention* pada karyawan minimarket di Surabaya”.

Untuk keperluan penelitian tersebut, apabila Bapak/Ibu/Saudara merupakan karyawan minimarket di Surabaya, maka saya mohon kesediaan Bapak/Ibu/Saudara untuk berkenan mengisi kuesioner di bawah ini. Data informasi yang terkumpul akan saya gunakan untuk keperluan tugas akhir (skripsi). Atas perhatian dan kesediaan Bapak/Ibu/Saudara mengisi kuisisioner ini, saya mengucapkan terima kasih.

Hormat saya,

Ronaldo Tjipta

KARAKTERISTIK RESPONDEN

BAGIAN A

Mohon Bapak / Ibu untuk memberikan tanda silang (x) pada jawaban yang sesuai dengan diri Bapak / Ibu

1. Jenis Kelamin :

a. Laki – laki

b. Perempuan

2. Usia tahun ini :

a. < 25 tahun

c. 30 sampai < 35 tahun

b. 25 sampai < 30 tahun

d. ≥ 35 tahun

Lama bekerja :

a. < 2 tahun

c. 5 sampai < 10 tahun

b. 2 sampai < 5 tahun

d. ≥ 10 tahun

4. Pendidikan :

a. SMA / SMK

c. S1

b. Diploma

d. Lainnya ... (Sebutkan)

BAGIAN B

PETUNJUK PENGISIAN KUESIONER

Mohon Bapak / Ibu untuk memberikan tanda silang (x) pada pilihan jawaban yang menunjukkan respon anda terhadap pernyataan – pernyataan di bawah ini.

Keterangan pilihan jawaban :

- TP = Tidak Pernah
J = Jarang
K = Kadang - kadang
S = Sering
SS = Sangat Sering

KUESIONER

<i>Job Stress (JS)</i>						
No	Pernyataan	SS	S	K	J	TP
1.	Saya merasa pekerjaan saya menguras emosi					
2.	Saya merasa lelah setiap hari pada saat jam pulang kerja					
3.	Saya merasa lelah ketika bangun di pagi hari dan harus menghadapi hari lain dengan bekerja lagi					
4.	Saya merasa tertekan dengan pekerjaan saya					

5.	Saya merasa terganggu oleh masalah kesehatan ringan (Sakit kepala, insomnia, dan gangguan perut)					
6.	Saya merasa gugup					
7.	Saya sudah mendapati keadaan dimana saya sudah tidak dapat mengatasi semua hal yang seharusnya saya lakukan					

BAGIAN C

PETUNJUK PENGISIAN KUESIONER

Mohon Bapak / Ibu untuk memberikan tanda silang (x) pada pilihan jawaban yang menunjukkan respon anda terhadap pernyataan – pernyataan di bawah ini.

Keterangan pilihan jawaban :

STS = Sangat Tidak Setuju

TS = Tidak Setuju

N = Netral

S = Setuju

SS = Sangat Setuju

KUESIONER

<i>Work Engagement (WE)</i>						
No	Pernyataan	SS	S	N	TS	STS
1.	Saya benar – benar menyerahkan diri saya ke pekerjaan saya					
2.	Saya terkadang lupa waktu karena begitu menyukai pekerjaan saya					
3.	Saya benar – benar menyukai pekerjaan ini					
4.	Saya sering merasa bersemangat ketika saya memikirkan hal – hal lain saat melakukan pekerjaan saya					

5.	Saya sangat terlibat dalam pekerjaan ini					
6.	Menjadi karyawan dalam perusahaan ini sangat bersemangat					
7.	Salah satu hal yang paling menarik bagi saya adalah dengan terlibat hal – hal yang ada di organisasi ini					
8.	Saya benar – benar tidak ikut terlibat dalam organisasi ini					
9.	Menjadi anggota organisasi ini membuat saya menjadi hidup					
10.	Menjadi anggota organisasi ini sangat menggembarakan bagi saya					

Turnover Intention (TI)

No	Pernyataan	SS	S	N	TS	STS
1.	Saya sering berpikir untuk berhenti dari pekerjaan saya					
2.	Saya berencana mencari pekerjaan baru selama 12 bulan ke depan					
3.	Jika saya punya rencana yang lain, saya hanya akan bekerja setahun kedepan saja di organisasi ini.					

Lampiran 2: Data Responden

	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7
1	4	4	4	4	2	4	3
2	4	4	3	4	4	4	4
3	1	3	4	1	3	1	1
4	2	1	1	2	3	1	1
5	2	3	2	2	2	2	2
6	3	5	4	3	5	1	1
7	4	4	4	2	5	1	1
8	2	3	3	2	4	3	3
9	2	3	3	2	2	3	2
10	4	4	3	3	2	1	2
11	2	3	2	2	2	2	2
12	3	2	3	2	2	3	3
13	4	3	4	2	2	1	1
14	4	4	2	3	3	3	3
15	4	3	2	1	2	2	1
16	2	4	4	1	3	1	1
17	3	4	5	4	1	3	1
18	4	4	4	2	2	1	1
19	2	4	5	3	1	3	4
20	4	5	5	3	1	3	2
21	4	3	4	3	4	3	4

22	2	2	3	2	3	3	2
23	2	2	2	2	1	2	1
24	2	2	3	3	2	2	3
25	2	2	3	2	3	2	2
26	2	2	1	2	1	1	2
27	2	2	2	2	2	2	2
28	4	4	2	2	2	2	3
29	1	2	1	2	1	1	1
30	4	4	5	4	2	3	3
31	2	3	2	3	2	2	1
32	2	1	1	2	1	2	1
33	1	1	1	2	3	3	1
34	3	3	3	3	3	3	3
35	4	4	4	4	1	4	2
36	4	1	1	2	1	5	1
37	4	4	2	1	2	1	1
38	1	3	3	2	2	3	1
39	2	2	3	1	1	1	1

40	1	1	1	1	1	3	1
41	3	4	3	4	1	1	1
42	4	3	4	3	3	3	4
43	4	3	4	4	4	4	3
44	3	5	4	4	1	2	1
45	4	4	4	4	4	4	4
46	3	4	3	3	3	3	3
47	3	2	3	2	3	2	3

48	2	2	2	2	2	2	2
49	4	4	4	1	3	1	1
50	2	2	2	3	1	1	1
51	3	3	2	3	2	3	3
52	4	3	3	3	4	3	3
53	4	5	5	5	4	5	5
54	3	5	4	3	5	2	4
55	3	3	3	3	3	3	3
56	4	4	4	3	4	3	4
57	4	4	4	4	4	4	4
58	3	4	4	2	2	4	2
59	3	3	4	3	4	3	2
60	1	1	1	1	1	1	1
61	1	1	1	1	1	1	1
62	3	2	2	1	1	1	1
63	3	4	2	3	2	4	2
64	2	3	3	2	4	3	1
65	5	3	4	3	4	3	3
66	3	4	3	2	3	2	1
67	4	3	4	4	3	4	5
68	5	4	4	3	4	5	4
69	5	5	3	4	5	3	2
70	3	2	3	1	2	4	2
71	3	4	3	3	4	3	2
72	4	3	4	3	4	3	3
73	3	4	3	5	5	3	4
74	3	3	3	4	4	3	3
75	4	4	4	3	3	4	3
76	3	4	3	4	2	2	1
77	4	4	3	4	3	3	4
78	3	4	2	3	2	4	2
79	4	3	3	3	4	3	3
80	4	3	4	1	3	1	2
81	4	3	4	3	3	3	4
82	2	3	3	2	4	3	1
83	4	4	2	1	2	1	2

84	5	3	4	3	4	3	3
85	3	4	3	3	4	3	2
86	4	5	5	5	4	5	5
87	3	3	4	3	4	3	2
88	3	4	3	2	3	2	1
89	4	4	4	3	3	4	3
90	1	2	1	3	1	1	1
91	3	5	4	3	5	2	4
92	3	3	2	3	2	3	3
93	3	2	3	1	2	4	2
94	3	4	3	3	3	3	3
95	4	3	4	4	3	4	5
96	4	3	4	4	3	4	5
97	4	4	4	1	3	1	1
98	4	4	3	3	3	4	3
99	3	4	3	3	4	3	2
100	5	3	4	3	4	3	3

Lampiran 2: Data Responden (Lanjutan)

	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9
1	3	3	3	3	3	4	3	3	3
2	3	4	3	3	3	3	4	3	3
3	4	5	5	3	4	4	4	4	4
4	3	2	3	3	4	5	4	3	3
5	2	3	4	4	4	3	3	3	3
6	3	2	4	3	3	3	2	3	3
7	2	2	3	3	4	3	3	3	3
8	4	5	5	4	4	5	4	4	4
9	2	2	2	4	2	3	3	2	2
10	3	4	3	3	3	3	4	4	1
11	3	3	3	3	3	3	3	3	3
12	3	3	4	4	4	3	4	4	3
13	3	2	3	3	3	2	3	2	3
14	3	4	3	2	3	2	3	3	3
15	1	2	5	2	5	4	4	4	3
16	4	5	4	5	4	5	5	5	5

17	3	3	3	3	3	4	3	3	4
18	4	3	3	4	4	3	4	2	3
19	2	2	4	4	5	5	5	4	4
20	4	2	3	4	4	4	4	3	3
21	4	4	4	3	4	4	4	4	4
22	4	4	4	4	3	4	4	4	4
23	4	4	4	4	4	4	4	4	4
24	4	5	4	3	4	4	4	4	4
25	4	4	3	4	3	4	4	4	4
26	4	5	4	3	4	4	3	4	4
27	4	4	3	4	4	5	4	4	3
28	4	4	5	4	4	4	4	4	4
29	4	5	4	4	5	4	4	4	4
30	4	4	4	4	4	4	3	3	4
31	5	4	4	5	4	5	5	4	5
32	3	3	3	4	3	3	3	3	3
33	4	4	4	3	4	5	4	4	4
34	4	4	4	4	3	3	3	3	3
35	4	4	4	4	4	5	5	4	5
36	3	3	4	4	3	3	4	5	5
37	4	3	4	4	4	4	4	4	4
38	5	4	5	4	5	4	3	3	4
39	5	4	5	5	5	4	4	5	5
40	5	4	5	5	5	5	5	5	5
41	5	5	5	5	5	5	5	5	5
42	4	3	4	4	4	4	4	2	4
43	3	3	3	3	3	3	4	3	3
44	3	2	3	4	4	4	4	4	4
45	4	3	3	3	3	4	3	4	4
46	4	4	4	4	4	4	2	4	3
47	3	4	4	4	4	4	4	4	4
48	4	2	4	3	4	4	4	4	4
49	3	4	4	4	4	4	4	4	4
50	4	5	4	4	4	4	4	5	3
51	3	3	3	3	3	4	3	4	3

52	4	4	4	4	4	4	5	4	4
53	4	4	4	5	5	4	5	4	3
54	4	5	4	4	4	4	4	5	4
55	5	5	5	5	5	4	4	4	3
56	3	4	3	3	3	3	4	3	3
57	2	1	2	2	2	2	2	2	2
58	3	3	3	3	3	4	2	3	3

59	3	2	3	4	3	3	2	3	3
60	5	3	5	5	5	5	5	5	5
61	4	3	5	5	5	5	5	5	5
62	5	4	5	5	5	5	5	5	5
63	4	3	3	4	5	4	3	4	5
64	3	4	4	4	4	3	4	3	4
65	4	3	3	4	5	3	2	2	2
66	3	2	3	4	5	4	3	4	3
67	3	2	2	3	2	3	1	2	3
68	3	2	3	2	2	3	3	1	2
69	3	3	4	5	5	3	4	3	5
70	3	2	3	2	3	2	3	3	4
71	2	2	3	3	2	3	2	3	3
72	3	3	3	2	3	3	2	2	2
73	3	1	2	1	2	2	3	2	2
74	2	2	2	2	2	2	3	2	1
75	1	2	2	1	3	2	2	3	3
76	3	2	3	4	4	4	4	4	4
77	2	2	3	2	2	2	2	1	2
78	4	3	3	4	5	4	3	3	5
79	4	4	4	4	4	4	5	4	4
80	3	4	4	3	4	4	4	4	4
81	4	3	4	4	4	4	4	4	4
82	3	4	4	3	4	3	4	3	4
83	4	4	4	4	4	4	4	4	4
84	4	2	3	4	5	3	2	2	2
85	2	3	3	3	2	3	2	3	3
86	4	4	3	4	5	4	5	4	3

87	3	2	3	4	3	3	2	3	3
88	3	2	3	4	5	4	3	4	3
89	1	2	2	1	3	2	2	3	3
90	4	5	5	5	5	5	5	5	5
91	4	3	4	4	4	5	4	4	4
92	3	3	3	3	3	4	3	3	3
93	3	2	3	2	3	2	3	3	4
94	4	3	4	4	4	4	2	3	3
95	3	2	3	3	2	3	1	2	3
96	3	2	2	3	2	3	1	2	3
97	3	4	3	4	4	4	4	4	4
98	5	2	2	3	3	2	3	2	5
99	2	3	3	3	2	3	2	3	3
100	4	2	3	4	5	3	2	2	2

Lampiran 2: Data Responden (Lanjutan)

	Y.1	Y.2	Y.3
1	3	2	3
2	3	3	3
3	1	1	1
4	3	2	2
5	3	4	4
6	3	2	3
7	2	4	3
8	1	2	3
9	3	4	3
10	4	5	4
11	3	3	3
12	3	3	3

13	3	3	3
14	2	2	2
15	2	3	3
16	1	1	1
17	2	2	2
18	2	3	3
19	2	3	3
20	3	4	4
21	2	2	2

22	1	1	2
23	2	2	2
24	1	1	1
25	2	2	2
26	2	2	2
27	2	2	2
28	2	2	1
29	1	1	1
30	2	2	2
31	1	1	1
32	1	2	1
33	2	2	3
34	1	1	2

35	1	1	1
36	3	3	3
37	3	3	3
38	2	3	3
39	1	1	3
40	1	1	1
41	1	2	3
42	3	2	3
43	3	3	3
44	2	3	2
45	3	3	4

46	3	2	2
47	2	1	1
48	2	1	4
49	2	3	2
50	1	1	1
51	4	3	4
52	2	2	2
53	2	2	3
54	1	1	2
55	2	3	3
56	3	3	3

57	5	5	5
58	3	4	4
59	4	4	3
60	1	1	1
61	1	1	1
62	1	1	1
63	3	2	4
64	2	3	2
65	2	4	5
66	3	3	3
67	4	4	4
68	5	4	4
69	3	4	3

70	4	5	4
71	4	3	4
72	3	4	4
73	4	3	3
74	4	4	4
75	4	3	3
76	2	3	2
77	5	5	5
78	3	2	4

79	2	2	2
80	2	3	2
81	3	4	3
82	2	3	2
83	1	3	3
84	2	4	5
85	4	3	4
86	2	2	3
87	4	4	3
88	3	3	3
89	4	3	3
90	1	1	1
91	2	3	3
92	4	3	4
93	4	5	4
94	3	4	4
95	4	4	4
96	4	4	4
97	2	3	2
98	5	5	5
99	4	3	4
100	3	4	5

Lampiran 3: Deskriptif Karakteristik Frequencies

Statistics

		JenisKelamin	Umur	LamaBekerj a	Pendidikan
N	Valid	100	100	100	100
	Missing	0	0	0	0

Frequency Table

JenisKelamin

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid Laki - laki	61	61.0	61.0	61.0
Perempuan	39	39.0	39.0	100.0
Total	100	100.0	100.0	

Umur

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid < 25	44	44.0	44.0	44.0
25 - < 30	14	14.0	14.0	58.0
30 - <35	23	23.0	23.0	81.0
> 35	19	19.0	19.0	100.0
Total	100	100.0	100.0	

Pendidikan

	Frequency	Percent	Valid Percent	Cumulative Percent
Valid SMA / SMK	60	60.0	60.0	60.0
Diploma	15	15.0	15.0	75.0
S1	25	25.0	25.0	100.0
Total	100	100.0	100.0	

Variabel Penelitian *Job Stress (X1)*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JS1	100	1.00	5.00	3.1100	1.04345
JS2	100	1.00	5.00	3.2300	1.04306
JS3	100	1.00	5.00	3.0900	1.07398
JS4	100	1.00	5.00	2.6600	1.02711
JS5	100	1.00	5.00	2.7400	1.18594
JS6	100	1.00	5.00	2.6300	1.12506
JS7	100	1.00	5.00	2.3300	1.20651
RATARATA_JS	100	1.00	4.71	2.8271	.79870
Valid N (listwise)	100				

Variabel *Work Engagement (X2)*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
JS1	100	1.00	5.00	3.1100	1.04345
JS2	100	1.00	5.00	3.2300	1.04306
JS3	100	1.00	5.00	3.0900	1.07398
JS4	100	1.00	5.00	2.6600	1.02711
JS5	100	1.00	5.00	2.7400	1.18594
JS6	100	1.00	5.00	2.6300	1.12506
JS7	100	1.00	5.00	2.3300	1.20651
RATARATA_JS	100	1.00	4.71	2.8271	.79870
Valid N (listwise)	100				

Variabel *Turnover Intention (Y)*

Descriptive Statistics

	N	Minimum	Maximum	Mean	Std. Deviation
TI1	100	1.00	5.00	2.5300	1.11423
TI2	100	1.00	5.00	2.7100	1.14852
TI3	100	1.00	5.00	2.8200	1.12259
RATARATA_TI	100	1.00	5.00	2.6867	1.03455
Valid N (listwise)	100				

Lampiran 4: Uji Validitas *Job Stress (X1)*

Correlations

WE3	Pearson Correlation Sig. (2tailed) N	.547* * .000 100	.642* * .000 100	1 100	.600* * .000 100	.645* * .000 100	.647* * .000 100	.614* * .000 100	.669* * .000 100	.581* * .000 100	.835** .000 100
WE4	Pearson Correlation Sig. (2tailed) N	.653* * .000 100	.470* * .000 100	.600* * .000 100	1 100	.657* * .000 100	.655* * .000 100	.533* * .000 100	.558* * .000 100	.523* * .000 100	.794** .000 100
WE5	Pearson Correlation Sig. (2tailed) N	.535* * .000 100	.407* * .000 100	.645* * .000 100	.657* * .000 100	1 100	.615* * .000 100	.571* * .000 100	.570* * .000 100	.485* * .000 100	.772** .000 100
WE6	Pearson Correlation Sig. (2tailed) N	.560* * .000 100	.526* * .000 100	.647* * .000 100	.655* * .000 100	.615* * .000 100	1 100	.627* * .000 100	.709* * .000 100	.566* * .000 100	.829** .000 100
WE7	Pearson Correlation Sig. (2tailed) N	.459* * .000 100	.555* * .000 100	.614* * .000 100	.533* * .000 100	.571* * .000 100	.627* * .000 100	1 100	.692* * .000 100	.568* * .000 100	.799** .000 100
WE8	Pearson Correlation Sig. (2tailed) N	.426* * .000 100	.608* * .000 100	.669* * .000 100	.558* * .000 100	.570* * .000 100	.709* * .000 100	.692* * .000 100	1 100	.642* * .000 100	.831** .000 100

		100	100	100				100	100	100	100
WE9	Pearson Correlation Sig. (2tailed) N	.522* *	.434* *	.581* *	.523* *	.485* *	.566* *	.568* *	.642* *	1	.749**
		.000	.000	.000	.000	.000	.000	.000	.000		.000
		100	100	100	100	100	100	100	100	100	100
TOTA L_WE	Pearson Correlation Sig. (2tailed) N	.739* *	.740* *	.835* *	.794* *	.772* *	.829* *	.799* *	.831* *	.749* *	1
		.000	.000	.000	.000	.000	.000	.000	.000	.000	
		100	100	100	100	100	100	100	100	100	100

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

Turnover Intention Correlations

Correlations

		TI1	TI2	TI3	TOTAL_ TI
TI1	Pearson Correlation Sig. (2-tailed) N	1	.769**	.739**	.911**
		.000	.000	.000	.000
		100	100	100	100
TI2	Pearson Correlation Sig. (2-tailed) N	.769**	1	.774**	.926**
		.000	.000	.000	.000
		100	100	100	100
TI3	Pearson Correlation Sig. (2-tailed)	.739**	.774**	1	.913**
		.000	.000		.000

	N	100	100	100	100
TOTAL_	Pearson	.911**	.926**	.913**	1
TI	Correlation				
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

Lampiran 5: Uji Reliabilitas

Reliability Scale: Job Stress (X1)

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.849	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JS1	16.6800	23.695	.637	.824
JS2	16.5600	24.188	.583	.832
JS3	16.7000	23.364	.649	.822
JS4	17.1300	23.650	.656	.822
JS5	17.0500	23.765	.526	.841
JS6	17.1600	24.116	.532	.839
JS7	17.4600	22.029	.686	.816

Reliability Scale: Work Engagement (X2)

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.922	9

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WE1	28.0200	35.878	.667	.916
WE2	28.2400	34.730	.655	.918
WE3	27.9100	35.355	.790	.909
WE4	27.8900	35.008	.733	.912
WE5	27.7300	35.108	.703	.914
WE6	27.8100	35.065	.780	.909
WE7	27.9900	34.050	.731	.913
WE8	28.0100	34.374	.777	.909
WE9	27.9200	35.549	.677	.916

Reliability Scale: Turnover Intention (Y)

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TI1	5.5300	4.575	.801	.872
TI2	5.3500	4.351	.827	.850
TI3	5.2400	4.528	.805	.869

Lampiran 6: Uji Regresi Linear Berganda

Regression

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	RATARATA _WE, RATARATA _JS ^b		Enter

a. Dependent Variable: RATARATA_TI

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.805 ^a	.648	.640	.62050

a. Predictors: (Constant), RATARATA_WE, RATARATA_JS

ANOVA^a

Model	Sum of Squares	df	Mean Square	F	Sig.
1 Regression	68.613	2	34.307	89.103	.000 ^b
Residual	37.347	97	.385		
Total	105.960	99			

a. Dependent Variable: RATARATA_TI

b. Predictors: (Constant), RATARATA_WE, RATARATA_JS **Coefficients^a**

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.354	.519		10.321	.000
	RATARATA_JS	.254	.090	.196	2.833	.006
	RATARATA_WE	-.969	.097	-.690	-9.953	.000

a. Dependent Variable: RATARATA_TI

	N									
TOTAL	Pearson	.742**	.699**	.753**	.754**	.671**	.668**	.792**		1
_JS	Correlation	.000	.000	.000	.000	.000	.000	.000		
	Sig. (2-tailed)	100	100	100	100	100	100	100		100
	N									

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

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

Work Engagement

Correlations

	WE1	WE2	WE3	WE4	WE5	WE6	WE7	WE8	WE9	WE10	TOTAL_WE	
WE1	Pearson	.554*	.547*	.653*	.535*	.560*	.459*	.355*	.426*	.522*	.738**	
	Correlation											
	Sig. (2tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	100	100	100	100	100	100	100	100	100	100	
WE2	Pearson	.554*	1	.642*	.470*	.407*	.526*	.555*	.140	.608*	.434*	.720**
	Correlation											
	Sig. (2tailed)	.000		.000	.000	.000	.000	.000	.163	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
WE3	Pearson	.547*	.642*	1	.600*	.645*	.647*	.614*	.360*	.669*	.581*	.830**
	Correlation											
	Sig. (2tailed)	.000	.000		.000	.000	.000	.000	.000	.000	.000	.000
	N	100	100	100	100	100	100	100	100	100	100	100
WE4	Pearson	.653*	.470*	.600*	1	.657*	.655*	.533*	.423*	.558*	.523*	.797**
	Correlation											
	Sig. (2tailed)	.000	.000	.000		.000	.000	.000		.000	.000	.000

TOTA Pearson	.738*	.720*	.830*	.797*	.770*	.832*	.805*	.527*	.824*	.752*	1
L_WE Correlation	*	*	*	*	*	*	*	*	*	*	
Sig. (2tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
N	100	100	100	100	100	100	100	100	100	100	100

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

Turnover Intention

Correlations

		TI1	TI2	TI3	TOTAL_ TI
TI1	Pearson Correlation	1	.769**	.739**	.911**
	Sig. (2-tailed)		.000	.000	.000
	N	100	100	100	100
TI2	Pearson Correlation	.769**	1	.774**	.926**
	Sig. (2-tailed)	.000		.000	.000
	N	100	100	100	100
TI3	Pearson Correlation	.739**	.774**	1	.913**
	Sig. (2-tailed)	.000	.000		.000
	N	100	100	100	100
TOTAL_ TI	Pearson Correlation	.911**	.926**	.913**	1
	Sig. (2-tailed)	.000	.000	.000	
	N	100	100	100	100

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

Uji Reliabilitas Job Stress

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.849	7

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
JS1	16.6800	23.695	.637	.824
JS2	16.5600	24.188	.583	.832
JS3	16.7000	23.364	.649	.822
JS4	17.1300	23.650	.656	.822
JS5	17.0500	23.765	.526	.841
JS6	17.1600	24.116	.532	.839
JS7	17.4600	22.029	.686	.816

Work Engagement

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.919	10

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
WE1	31.2200	39.628	.669	.912
WE2	31.4400	38.693	.635	.915
WE3	31.1100	39.129	.786	.906
WE4	31.0900	38.669	.739	.908
WE5	30.9300	38.833	.704	.910
WE6	31.0100	38.737	.786	.906
WE7	31.1900	37.610	.742	.908
WE8	31.4400	43.885	.458	.922
WE9	31.2100	38.127	.772	.906
WE10	31.1200	39.238	.684	.912

Turnover Intention

Case Processing Summary

		N	%
Cases	Valid	100	100.0
	Excluded ^a	0	.0
	Total	100	100.0

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

Reliability Statistics

Cronbach's Alpha	N of Items
.905	3

Item-Total Statistics

	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
TI1	5.5300	4.575	.801	.872
TI2	5.3500	4.351	.827	.850
TI3	5.2400	4.528	.805	.869

Regresi

Variables Entered/Removed^a

Model	Variables Entered	Variables Removed	Method
1	RATA2_WE, RATA2_JS ^b	.	Enter

a. Dependent Variable: RATA2_TI

b. All requested variables entered.

Model Summary

Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.806 ^a	.649	.642	.61884

a. Predictors: (Constant), RATA2_WE, RATA2_JS

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	68.813	2	34.407	89.844	.000 ^b
	Residual	37.147	97	.383		
	Total	105.960	99			

a. Dependent Variable: RATA2_TI

b. Predictors: (Constant), RATA2_WE, RATA2_JS

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	5.525	.532		10.392	.000
	RATA2_JS	.258	.089	.199	2.885	.005
	RATA2_W E	-1.030	.103	-.690	-10.006	.000

a. Dependent Variable: RATA2_TI