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# **LAMPIRAN**

## **Lampiran 1 Kuesioner Penelitian**

Perihal : Permohonan Pengisian Kuisioner

Judul Penelitian : Pengaruh *Burnout, Employee Engagement* dan *Turnover*

*Intention* terhadap Kinerja Karyawan PT. Tri Adi Bersama

Kepada Yth

Bapak/Ibu/Sdr

Di tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, kami Mahasiswi Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari Bapak/Ibu/Sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Bapak/Ibu/Sdr selama ini. Kami akan menjaga kerahasiaannya karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini. Kami memberikan jangka waktu selama satu minggu setelah kuesioner ini kami sebarkan, agar Bapak/Ibu/Sdr dapat segera mengembalikannya kepada kami.

Atas perhatian dan bantuannya, kami mengucapkan banyak terima kasih.

Tegal, Juni 2022

Hormat Kami,

Alifya Arti Qur’ani

1. **Petunjuk Pengisian Kuesioner**
2. Bapak/ Ibu/ Saudara/i dimohon menjawab setiap pertanyaan dengan memilih satu jawaban pada setiap pernyataan.
3. Ketersediaan Bapak/ Ibu/ Saudara/i untuk mengisi kuesioner ini merupakan suatu kehormatan dan sangat membantu peneliti
4. Jawaban Bapak/ Ibu/ Saudara/i akan terjamin kerahasianya..
5. Jawablah semua pernyataan dengan jujur, baik dan benar, karena hasil penelitian tidak akan mempengaruhi penilaian pada kinerja.
6. Isilah dengan memberikan tanda *checklist* / centang (√) pada kotak yang tersedia dijawaban yang anda pilih dan sesuai dengan kondisi yang sebenarnya yang ada pada PT. Tri Adi Bersama (Ekspedisi Anteraja).

Keterangan pilihan jawaban :

SS : Sangat Setuju

S : Setuju

N : Netral

TS : Tidak Setuju

STS : Sangat Tidak Setuju

1. **Karakteristik Responden**
2. Nama : ……..
3. Jenis Kelamin :
4. Laki – laki
5. Perempuan
6. Umur :
7. 20 – 25 tahun
8. 26 – 30 tahun
9. 31 – 35 tahun
10. 36 – 40 tahun
11. 41 – 45 tahun
12. Pendidikan Terakhir :
13. SMP
14. SMA / SMK
15. DII / DIII
16. S1
17. Masa Kerja :
18. 1 – 5 tahun
19. 6 – 10 tahun
20. > 10 tahun
21. **Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 1. | Dapat menyelesaikan pekerjaan yang diberikan dengan baik. |  |  |  |  |  |
| 2. | Memiliki keterampilan dalam menyelesaikan pekerjaan yang diberikan. |  |  |  |  |  |
| 3. | Beban pekerjaan yang sesuai dengan kemampuan yang dimiliki. |  |  |  |  |  |
| 4. | Dapat menyelesaikan pekerjaan yang diberikan dengan cepat. |  |  |  |  |  |
| 5. | Dapat menyelesaikan pekerjaan dengan target yang telah di tentukan. |  |  |  |  |  |
| 6. | Dapat menyelesaikan pekerjaan yang diberikan tepat pada waktunya. |  |  |  |  |  |
| 7. | Dapat menyelesaikan pekerjaan sesuai dengan yang diberikan. |  |  |  |  |  |
| 8. | Anggaran yang diberikan cukup untuk menyelesaikan pekerjaan. |  |  |  |  |  |
| 9. | Dapat menyelesaikan pekerjaan sesuai dengan intruksi. |  |  |  |  |  |
| 10. | Memiliki sifat inisiatif yang tinggi dalam bekerja. |  |  |  |  |  |
| 11. | Selalu berusaha untuk meningkatkan prestasi dalam bekerja. |  |  |  |  |  |
| 12. | Mampu bekerja secara mandiri. |  |  |  |  |  |
| 13. | Memiliki rasa percaya diri. |  |  |  |  |  |
| 14. | Dapat bekerja sama dengan rekan kerja. |  |  |  |  |  |

1. ***Burnout* *(X1)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 15. | Merasa kelelahan fisik setelah berkeliling mengirimkan paket kepada pemilik. |  |  |  |  |  |
| 16. | Merasa kelelahan mental setelah mengirimkan paket. |  |  |  |  |  |
| 17. | Merasa kelelahan emosional setelah mengirimkan paket. |  |  |  |  |  |
| 18. | Merasa bersikap kasar (melempar) ketika mengirimkan barang. |  |  |  |  |  |
| 19. | Terlalu menjaga jarak dengan lingkungan di tempat kerja. |  |  |  |  |  |
| 20. | Tidak berperasaan dengan sesama karyawan. |  |  |  |  |  |
| 21. | Merasa kurang diperhatikan oleh atasan. |  |  |  |  |  |
| 22. | Tidak peduli pada apa yang terjadi terhadap kustomer / barang yang di kirimkan. |  |  |  |  |  |
| 23. | Mempunyai perasaan tidak puas terhadap diri sendiri. |  |  |  |  |  |
| 24. | Merasa tidak puas dengan hasil kerja. |  |  |  |  |  |

1. ***Employee Engagement (X2)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 25. | Merasa bersemangat ketika akan mengirimkan paket kepada customer. |  |  |  |  |  |
| 26. | Tetap berusaha dalam mengirimkan paket walaupun alamat yang tertera tidak jelas. |  |  |  |  |  |
| 27. | Berusaha dengan sungguh – sungguh ketika mengirimkan paket. |  |  |  |  |  |
| 28. | Merasa antusias dengan pekerjaan ini. |  |  |  |  |  |
| 29. | Merasa pekerjaan ini memberikan saya inspirasi. |  |  |  |  |  |
| 30. | Merasa bangga ketika semua paket sudah selasai dikirimkan kepada customer. |  |  |  |  |  |
| 31. | Merasa pekerjaan ini sangat menantang. |  |  |  |  |  |
| 32. | Mengerjakan setiap pekerjaan yang diberikan. |  |  |  |  |  |
| 33. | Selalu tertantang untuk menerima pekerjaan yang akan mengeksplorasi seluruh kemampuan. |  |  |  |  |  |
| 34. | Merasa pekerjaan ini jika dilakukan dengan senang hati akan terasa lebih cepat selesai. |  |  |  |  |  |

1. ***Turnover Intention (X3)***

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | Jawaban | | | | |
| SS | S | N | TS | STS |
| 35. | Berniat untuk keluar dari perusahaan. |  |  |  |  |  |
| 36. | Merasa tidakpuas dalam bekerja. |  |  |  |  |  |
| 37. | Merasa jenuh dengan pekerjaan yang dijalankan. |  |  |  |  |  |
| 38. | Ingin mencari pekerjaan lain yang lebih baik. |  |  |  |  |  |
| 39. | Mencari informasi tentang lowongan pekerjaan di tempat lain. |  |  |  |  |  |
| 40. | Berniat keluar karena pekerjaan yang diberikan terlalu berat. |  |  |  |  |  |
| 41. | Berniat keluar karena tidak adanya pengembangan karir. |  |  |  |  |  |

## **Lampiran 2 Jawaban Responden Pertanyaan Variabel Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jumlah Jawaban Responden | | | | | | | | | | | | | |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 | 11 | 12 | 13 | 14 |
| 1 | 4 | 4 | 3 | 5 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 63 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 3 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 67 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 6 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 7 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 59 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 43 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 42 |
| 10 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 66 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 14 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 15 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 54 |
| 16 | 5 | 4 | 3 | 5 | 3 | 3 | 3 | 3 | 4 | 5 | 3 | 3 | 5 | 5 | 54 |
| 17 | 3 | 3 | 3 | 5 | 3 | 1 | 2 | 3 | 3 | 4 | 4 | 3 | 3 | 3 | 43 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 22 | 4 | 4 | 4 | 3 | 2 | 3 | 4 | 2 | 3 | 4 | 5 | 4 | 4 | 4 | 50 |
| 23 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 62 |
| 24 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 3 | 3 | 53 |
| 25 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 60 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 2 | 4 | 3 | 4 | 4 | 4 | 4 | 54 |
| 27 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 4 | 3 | 50 |
| 28 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 4 | 5 | 63 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 57 |
| 30 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 4 | 57 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 4 | 5 | 5 | 5 | 67 |
| 32 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 3 | 4 | 5 | 58 |
| 33 | 5 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 5 | 4 | 5 | 61 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 36 | 4 | 4 | 3 | 3 | 5 | 3 | 5 | 1 | 5 | 5 | 5 | 3 | 5 | 5 | 56 |
| 37 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 3 | 5 | 5 | 4 | 3 | 3 | 5 | 61 |
| 38 | 5 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 5 | 4 | 58 |
| 39 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 2 | 3 | 3 | 3 | 4 | 3 | 3 | 46 |
| 40 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 3 | 4 | 2 | 2 | 4 | 3 | 3 | 47 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 42 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 5 | 59 |
| 43 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 2 | 3 | 3 | 5 | 5 | 5 | 5 | 57 |
| 44 | 5 | 5 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 3 | 54 |
| 45 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 48 |
| 46 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 54 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 60 |
| 48 | 5 | 5 | 4 | 4 | 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 65 |

## **Lampiran 3 Jawaban Responden Pertanyaan Variabel *Burnout (X1)***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jumlah Jawaban Responden | | | | | | | | | |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 5 | 4 | 4 | 1 | 3 | 2 | 3 | 1 | 2 | 2 | 27 |
| 2 | 4 | 4 | 4 | 1 | 3 | 3 | 5 | 1 | 5 | 4 | 34 |
| 3 | 5 | 4 | 5 | 5 | 2 | 3 | 4 | 5 | 5 | 5 | 43 |
| 4 | 5 | 5 | 5 | 1 | 2 | 2 | 4 | 1 | 1 | 3 | 29 |
| 5 | 4 | 3 | 3 | 2 | 4 | 4 | 4 | 2 | 4 | 4 | 34 |
| 6 | 5 | 5 | 5 | 2 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 7 | 4 | 3 | 3 | 1 | 2 | 1 | 1 | 2 | 3 | 3 | 23 |
| 8 | 5 | 5 | 4 | 2 | 2 | 2 | 3 | 2 | 3 | 2 | 30 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 3 | 2 | 2 | 1 | 1 | 2 | 1 | 1 | 1 | 2 | 16 |
| 11 | 3 | 2 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 29 |
| 12 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 3 | 23 |
| 13 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 14 | 4 | 4 | 4 | 1 | 2 | 4 | 2 | 1 | 4 | 4 | 30 |
| 15 | 5 | 5 | 5 | 2 | 2 | 2 | 3 | 1 | 2 | 2 | 29 |
| 16 | 5 | 4 | 4 | 1 | 4 | 5 | 3 | 1 | 1 | 1 | 29 |
| 17 | 5 | 5 | 5 | 3 | 1 | 4 | 1 | 3 | 2 | 2 | 31 |
| 18 | 2 | 2 | 2 | 3 | 1 | 1 | 2 | 1 | 3 | 2 | 19 |
| 19 | 3 | 2 | 3 | 2 | 1 | 1 | 2 | 2 | 2 | 1 | 19 |
| 20 | 5 | 5 | 5 | 2 | 5 | 3 | 4 | 3 | 4 | 3 | 39 |
| 21 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 33 |
| 22 | 4 | 3 | 5 | 2 | 4 | 2 | 5 | 2 | 2 | 1 | 30 |
| 23 | 4 | 4 | 5 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 41 |
| 24 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 23 |
| 25 | 4 | 4 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 24 |
| 26 | 4 | 4 | 3 | 2 | 2 | 2 | 2 | 2 | 3 | 3 | 27 |
| 27 | 4 | 4 | 3 | 1 | 2 | 1 | 3 | 2 | 3 | 3 | 26 |
| 28 | 4 | 3 | 3 | 3 | 3 | 1 | 2 | 1 | 2 | 2 | 24 |
| 29 | 2 | 1 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 2 | 19 |
| 30 | 5 | 3 | 3 | 4 | 4 | 3 | 4 | 4 | 5 | 4 | 39 |
| 31 | 5 | 5 | 5 | 1 | 2 | 2 | 5 | 1 | 5 | 5 | 36 |
| 32 | 5 | 5 | 5 | 2 | 4 | 4 | 3 | 5 | 3 | 4 | 40 |
| 33 | 4 | 3 | 4 | 3 | 2 | 1 | 3 | 2 | 3 | 3 | 28 |
| 34 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 10 |
| 35 | 3 | 1 | 1 | 1 | 1 | 1 | 2 | 1 | 3 | 2 | 16 |
| 36 | 3 | 2 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 13 |
| 37 | 2 | 2 | 3 | 1 | 1 | 1 | 1 | 1 | 1 | 3 | 16 |
| 38 | 3 | 2 | 3 | 1 | 1 | 1 | 2 | 2 | 2 | 3 | 20 |
| 39 | 4 | 3 | 4 | 2 | 2 | 1 | 3 | 2 | 3 | 2 | 26 |
| 40 | 5 | 5 | 5 | 3 | 4 | 2 | 4 | 2 | 5 | 4 | 39 |
| 41 | 5 | 5 | 5 | 2 | 2 | 2 | 4 | 2 | 4 | 4 | 35 |
| 42 | 3 | 3 | 3 | 1 | 1 | 1 | 2 | 1 | 1 | 1 | 17 |
| 43 | 4 | 3 | 3 | 1 | 1 | 1 | 3 | 1 | 1 | 2 | 20 |
| 44 | 4 | 4 | 3 | 4 | 3 | 2 | 3 | 3 | 3 | 3 | 32 |
| 45 | 4 | 3 | 3 | 2 | 2 | 2 | 3 | 2 | 3 | 3 | 27 |
| 46 | 5 | 4 | 4 | 1 | 2 | 2 | 2 | 1 | 2 | 3 | 26 |
| 47 | 4 | 4 | 4 | 1 | 1 | 1 | 1 | 1 | 4 | 4 | 25 |
| 48 | 5 | 4 | 5 | 2 | 2 | 2 | 5 | 2 | 2 | 5 | 34 |

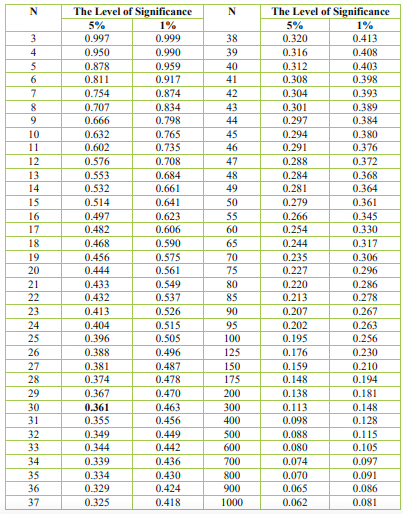
## **Lampiran 4 Jawaban Responden Pertanyaan Variabel *Employee Engagement (X2)***

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jumlah Jawaban Responden | | | | | | | | | |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | 9 | 10 |
| 1 | 3 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 43 |
| 2 | 5 | 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 3 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 2 | 5 | 5 | 5 | 5 | 5 | 47 |
| 7 | 4 | 4 | 4 | 5 | 3 | 5 | 3 | 4 | 4 | 4 | 40 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 10 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 44 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 14 | 4 | 3 | 4 | 4 | 4 | 5 | 3 | 4 | 3 | 4 | 38 |
| 15 | 3 | 3 | 3 | 2 | 2 | 4 | 2 | 4 | 2 | 4 | 29 |
| 16 | 3 | 3 | 3 | 3 | 3 | 5 | 5 | 3 | 3 | 3 | 34 |
| 17 | 4 | 1 | 5 | 5 | 1 | 5 | 3 | 5 | 2 | 4 | 35 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 3 | 3 | 3 | 2 | 5 | 3 | 5 | 3 | 4 | 36 |
| 20 | 4 | 3 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 45 |
| 21 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 22 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 46 |
| 23 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 24 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 3 | 3 | 36 |
| 25 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 39 |
| 26 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 4 | 34 |
| 27 | 3 | 4 | 4 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 33 |
| 28 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 29 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 30 |
| 30 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 44 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 32 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 43 |
| 33 | 4 | 5 | 5 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 46 |
| 34 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 5 | 48 |
| 37 | 5 | 5 | 5 | 5 | 3 | 5 | 5 | 3 | 3 | 5 | 44 |
| 38 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 38 |
| 39 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| 40 | 3 | 4 | 4 | 2 | 2 | 5 | 3 | 4 | 2 | 3 | 32 |
| 41 | 3 | 4 | 4 | 2 | 3 | 4 | 3 | 4 | 4 | 4 | 35 |
| 42 | 3 | 4 | 4 | 3 | 3 | 4 | 2 | 4 | 2 | 4 | 33 |
| 43 | 3 | 4 | 4 | 2 | 2 | 3 | 2 | 3 | 2 | 4 | 29 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 3 | 3 | 3 | 31 |
| 45 | 3 | 4 | 4 | 3 | 3 | 4 | 3 | 4 | 3 | 4 | 35 |
| 46 | 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 3 | 4 | 37 |
| 47 | 3 | 4 | 4 | 3 | 2 | 4 | 2 | 4 | 3 | 4 | 33 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |

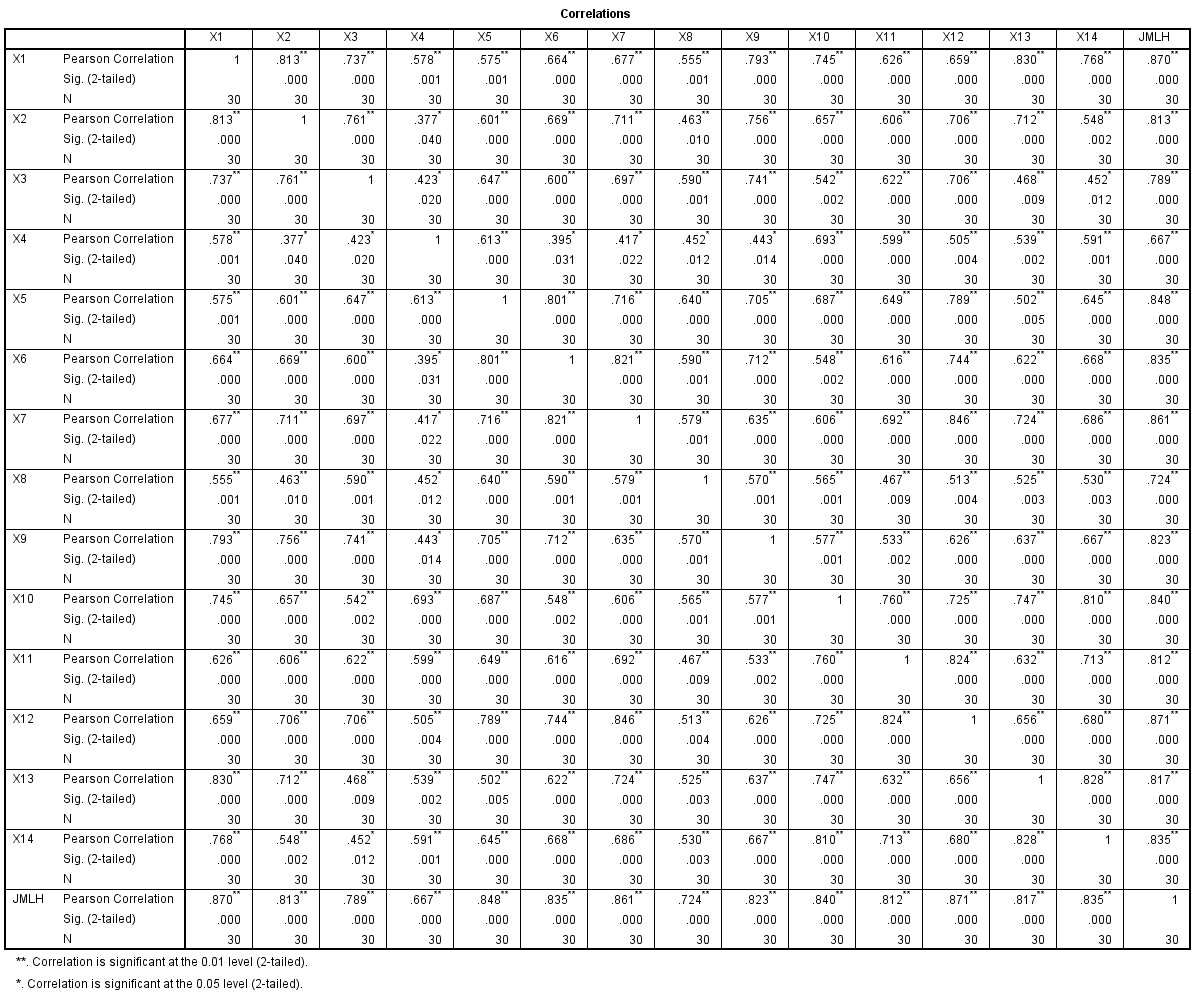
## **Lampiran 5 Jawaban Responden Pertanyaan Variabel *Turnover Intention (X3)***

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | Jumlah Jawaban Responden | | | | | | |  |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 |
| 1 | 2 | 3 | 3 | 4 | 3 | 2 | 3 | 20 |
| 2 | 2 | 3 | 4 | 3 | 4 | 3 | 4 | 23 |
| 3 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 34 |
| 4 | 3 | 2 | 3 | 4 | 4 | 2 | 4 | 22 |
| 5 | 4 | 4 | 3 | 3 | 3 | 4 | 4 | 25 |
| 6 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 7 | 3 | 3 | 3 | 3 | 3 | 3 | 4 | 22 |
| 8 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 9 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 10 | 1 | 2 | 1 | 2 | 2 | 2 | 1 | 11 |
| 11 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 12 | 3 | 3 | 3 | 4 | 4 | 3 | 3 | 23 |
| 13 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 29 |
| 14 | 2 | 3 | 3 | 4 | 4 | 3 | 4 | 23 |
| 15 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 34 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 22 | 1 | 1 | 2 | 3 | 3 | 2 | 3 | 15 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 24 | 2 | 1 | 2 | 3 | 4 | 2 | 2 | 16 |
| 25 | 2 | 2 | 2 | 4 | 4 | 3 | 3 | 20 |
| 26 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 27 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 31 |
| 28 | 2 | 2 | 2 | 2 | 3 | 2 | 4 | 17 |
| 29 | 3 | 2 | 2 | 2 | 2 | 2 | 2 | 15 |
| 30 | 2 | 3 | 2 | 5 | 2 | 5 | 5 | 24 |
| 31 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 32 | 5 | 5 | 5 | 3 | 4 | 5 | 5 | 32 |
| 33 | 3 | 3 | 3 | 4 | 2 | 3 | 1 | 19 |
| 34 | 1 | 1 | 1 | 1 | 1 | 1 | 1 | 7 |
| 35 | 3 | 2 | 1 | 5 | 5 | 1 | 2 | 19 |
| 36 | 3 | 1 | 1 | 5 | 3 | 2 | 2 | 17 |
| 37 | 1 | 3 | 1 | 1 | 1 | 1 | 1 | 9 |
| 38 | 2 | 1 | 2 | 2 | 3 | 2 | 2 | 14 |
| 39 | 3 | 3 | 3 | 4 | 4 | 3 | 2 | 22 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 42 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 43 | 3 | 3 | 4 | 3 | 2 | 2 | 2 | 19 |
| 44 | 3 | 3 | 3 | 3 | 3 | 3 | 3 | 21 |
| 45 | 3 | 3 | 3 | 4 | 4 | 3 | 4 | 24 |
| 46 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 33 |
| 47 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 35 |
| 48 | 4 | 4 | 5 | 5 | 5 | 2 | 5 | 30 |

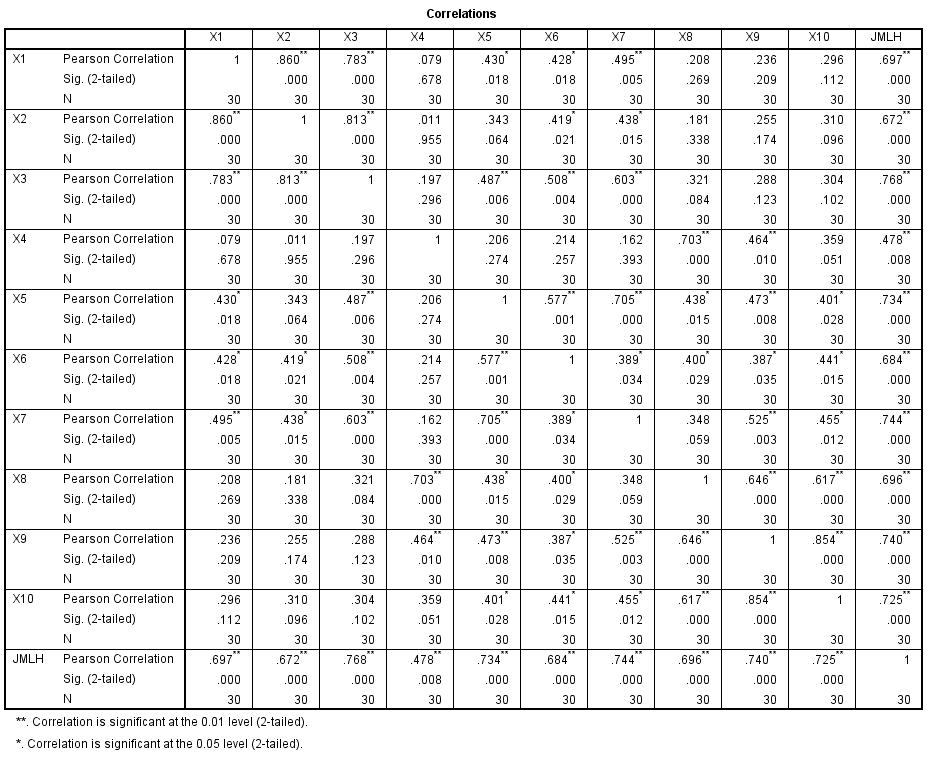
## **Lampiran 6 r tabel**



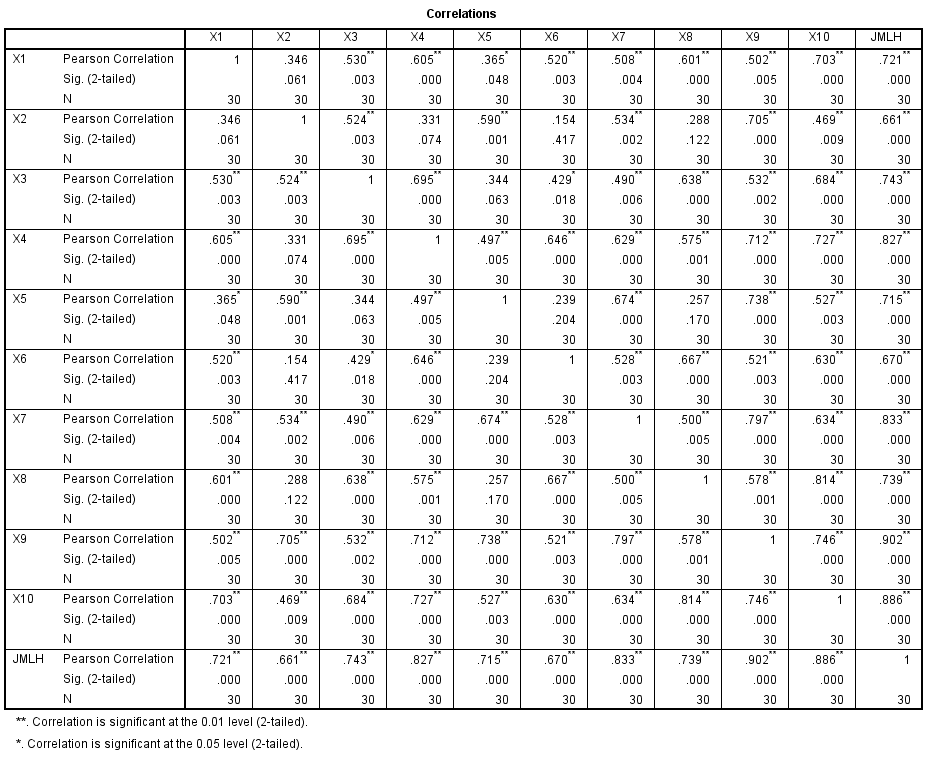
## **Lampiran 7 Uji Validitas Variabel Kinerja Karyawan (Y)**



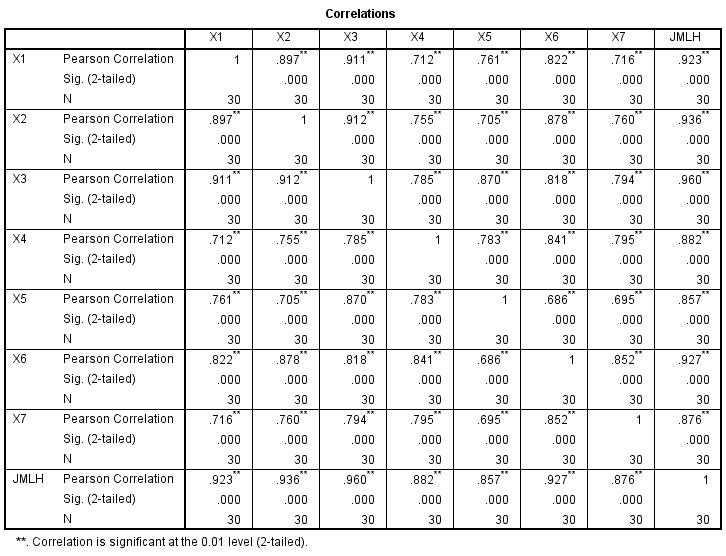
## **Lampiran 8 Uji Validitas Variabel *Burnout (X1)***



## **Lampiran 9 Uji Validitas Variabel *Employee Engagement (X2)***



## **Lampiran 10 Uji Validitas Variabel *Turnover Intention (X3)***



## **Lampiran 11 Tabel Durbin-Watson (DW)**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| n | k=1 | | k=2 | | k=3 | | k=4 | |
| dL | dU | dL | dU | dL | dU | dL | dU |
| 6 | 0.6102 | 1.4002 |  |  |  |  |  |  |
| 7 | 0.6996 | 1.3564 | 0.4672 | 1.8964 |  |  |  |  |
| 8 | 0.7629 | 1.3324 | 0.5591 | 1.7771 | 0.3674 | 2.2866 |  |  |
| 9 | 0.8243 | 1.3199 | 0.6291 | 1.6993 | 0.4548 | 2.1282 | 0.2957 | 2.5881 |
| 10 | 0.8791 | 1.3197 | 0.6972 | 1.6413 | 0.5253 | 2.0163 | 0.3760 | 2.4137 |
| 11 | 0.9273 | 1.3241 | 0.7580 | 1.6044 | 0.5948 | 1.9280 | 0.4441 | 2.2833 |
| 12 | 0.9708 | 1.3314 | 0.8122 | 1.5794 | 0.6577 | 1.8640 | 0.5120 | 2.1766 |
| 13 | 1.0097 | 1.3404 | 0.8612 | 1.5621 | 0.7147 | 1.8159 | 0.5745 | 2.0943 |
| 14 | 1.0450 | 1.3503 | 0.9054 | 1.5507 | 0.7667 | 1.7788 | 0.6321 | 2.0296 |
| 15 | 1.0770 | 1.3605 | 0.9455 | 1.5432 | 0.8140 | 1.7501 | 0.6852 | 1.9774 |
| 16 | 1.1062 | 1.3709 | 0.9820 | 1.5386 | 0.8572 | 1.7277 | 0.7340 | 1.9351 |
| 17 | 1.1330 | 1.3812 | 1.0154 | 1.5361 | 0.8968 | 1.7101 | 0.7790 | 1.9005 |
| 18 | 1.1576 | 1.3913 | 1.0461 | 1.5353 | 0.9331 | 1.6961 | 0.8204 | 1.8719 |
| 19 | 1.1804 | 1.4012 | 1.0743 | 1.5355 | 0.9666 | 1.6851 | 0.8588 | 1.8482 |
| 20 | 1.2015 | 1.4107 | 1.1004 | 1.5367 | 0.9976 | 1.6763 | 0.8943 | 1.8283 |
| 40 | 1.4421 | 1.5444 | 1.3908 | 1.6000 | 1.3384 | 1.6589 | 1.2848 | 1.7209 |
| 41 | 1.4493 | 1.5490 | 1.3992 | 1.6031 | 1.3480 | 1.6603 | 1.2958 | 1.7205 |
| 42 | 1.4562 | 1.5534 | 1.4073 | 1.6061 | 1.3573 | 1.6617 | 1.3064 | 1.7202 |
| 43 | 1.4628 | 1.5577 | 1.4151 | 1.6091 | 1.3663 | 1.6632 | 1.3166 | 1.7200 |
| 44 | 1.4692 | 1.5619 | 1.4226 | 1.6120 | 1.3749 | 1.6647 | 1.3263 | 1.7200 |
| 45 | 1.4754 | 1.5660 | 1.4298 | 1.6148 | 1.3832 | 1.6662 | 1.3357 | 1.7200 |
| 46 | 1.4814 | 1.5700 | 1.4368 | 1.6176 | 1.3912 | 1.6677 | 1.3448 | 1.7201 |
| 47 | 1.4872 | 1.5739 | 1.4435 | 1.6204 | 1.3989 | 1.6692 | 1.3535 | 1.7203 |
| 48 | 1.4928 | 1.5776 | 1.4500 | 1.6231 | 1.4064 | 1.6708 | 1.3619 | 1.7206 |

## **Lampiran 12 Data Uji MSI Kinerja Karyawan (Y)**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | **Succesive Interval** | | | | | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** |
| 1 | 1.000 | 1.000 | 2.358 | 2.066 | 4.062 | 5.827 | 5.827 | 5.827 | 4.924 | 10.000 | 11.000 | 12.000 | 13.000 | 14.000 |
| 2 | 2.873 | 3.046 | 2.358 | 3.250 | 4.062 | 4.431 | 4.322 | 2.852 | 2.179 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 3 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 4 | 4.228 | 3.046 | 4.439 | 3.250 | 4.062 | 3.249 | 4.322 | 4.469 | 2.179 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 5 | 2.873 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 1.908 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 6 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 7 | 4.228 | 4.401 | 4.439 | 3.250 | 2.819 | 3.249 | 4.322 | 2.852 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 8 | 2.873 | 1.908 | 3.334 | 3.250 | 2.819 | 3.249 | 4.322 | 4.469 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 3.264 |
| 9 | 1.835 | 1.908 | 2.358 | 1.000 | 1.899 | 2.139 | 1.752 | 2.852 | 1.000 | 1.976 | 2.036 | 2.228 | 1.000 | 1.000 |
| 10 | 1.835 | 1.908 | 2.358 | 1.000 | 1.899 | 2.139 | 1.752 | 2.852 | 1.000 | 1.976 | 2.036 | 1.000 | 1.000 | 1.000 |
| 11 | 4.228 | 3.046 | 4.439 | 3.250 | 4.062 | 4.431 | 2.976 | 3.622 | 3.384 | 4.272 | 4.342 | 3.542 | 2.190 | 3.264 |
| 12 | 2.873 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 13 | 2.873 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 14 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 15 | 2.873 | 3.046 | 2.358 | 2.066 | 2.819 | 3.249 | 2.976 | 2.852 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 16 | 2.873 | 3.046 | 2.358 | 1.000 | 2.819 | 3.249 | 2.976 | 2.852 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 3.264 |
| 17 | 4.228 | 3.046 | 2.358 | 3.250 | 1.899 | 2.139 | 1.752 | 2.852 | 2.179 | 4.272 | 2.036 | 1.000 | 3.472 | 3.264 |
| 18 | 1.835 | 1.908 | 2.358 | 3.250 | 1.899 | 1.000 | 1.000 | 2.852 | 1.000 | 2.982 | 3.069 | 1.000 | 1.000 | 1.000 |
| 19 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 20 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 21 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 22 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 23 | 2.873 | 3.046 | 3.334 | 1.000 | 1.000 | 2.139 | 2.976 | 1.908 | 1.000 | 2.982 | 4.342 | 2.228 | 2.190 | 2.024 |
| 24 | 2.873 | 4.401 | 4.439 | 2.066 | 4.062 | 3.249 | 4.322 | 3.622 | 2.179 | 4.272 | 3.069 | 3.542 | 2.190 | 2.024 |
| 25 | 2.873 | 3.046 | 3.334 | 3.250 | 2.819 | 3.249 | 2.976 | 2.852 | 1.000 | 2.982 | 3.069 | 2.228 | 1.000 | 1.000 |
| 26 | 4.228 | 4.401 | 4.439 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 3.384 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 27 | 2.873 | 3.046 | 3.334 | 3.250 | 2.819 | 3.249 | 2.976 | 1.908 | 2.179 | 1.976 | 3.069 | 2.228 | 2.190 | 2.024 |
| 28 | 2.873 | 3.046 | 3.334 | 1.000 | 1.899 | 3.249 | 2.976 | 3.622 | 2.179 | 1.976 | 2.036 | 1.000 | 2.190 | 1.000 |
| 29 | 2.873 | 3.046 | 3.334 | 3.250 | 4.062 | 4.431 | 2.976 | 4.469 | 2.179 | 4.272 | 4.342 | 2.228 | 2.190 | 3.264 |
| 30 | 2.873 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 3.384 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 31 | 2.873 | 3.046 | 4.439 | 2.066 | 4.062 | 3.249 | 2.976 | 2.852 | 3.384 | 2.982 | 3.069 | 2.228 | 1.000 | 2.024 |
| 32 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 2.852 | 3.384 | 4.272 | 3.069 | 3.542 | 3.472 | 3.264 |
| 33 | 4.228 | 3.046 | 3.334 | 2.066 | 1.899 | 2.139 | 2.976 | 4.469 | 3.384 | 4.272 | 3.069 | 1.000 | 2.190 | 3.264 |
| 34 | 4.228 | 4.401 | 3.334 | 2.066 | 4.062 | 4.431 | 2.976 | 3.622 | 2.179 | 2.982 | 2.036 | 3.542 | 2.190 | 3.264 |
| 35 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 36 | 4.228 | 4.401 | 4.439 | 3.250 | 4.062 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |
| 37 | 2.873 | 3.046 | 2.358 | 1.000 | 4.062 | 2.139 | 4.322 | 1.000 | 3.384 | 4.272 | 4.342 | 1.000 | 3.472 | 3.264 |
| 38 | 4.228 | 4.401 | 4.439 | 3.250 | 2.819 | 3.249 | 4.322 | 2.852 | 3.384 | 4.272 | 3.069 | 1.000 | 1.000 | 3.264 |
| 39 | 4.228 | 4.401 | 3.334 | 1.000 | 2.819 | 3.249 | 2.976 | 2.852 | 2.179 | 2.982 | 4.342 | 2.228 | 3.472 | 2.024 |
| 40 | 2.873 | 3.046 | 2.358 | 1.000 | 2.819 | 2.139 | 2.976 | 1.908 | 1.000 | 1.976 | 2.036 | 2.228 | 1.000 | 1.000 |
| 41 | 2.873 | 3.046 | 1.000 | 2.066 | 2.819 | 3.249 | 2.976 | 2.852 | 2.179 | 1.000 | 1.000 | 2.228 | 1.000 | 1.000 |
| 42 | 2.873 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 43 | 4.228 | 3.046 | 3.334 | 2.066 | 2.819 | 3.249 | 2.976 | 2.852 | 2.179 | 2.982 | 3.069 | 3.542 | 3.472 | 3.264 |
| 44 | 4.228 | 3.046 | 2.358 | 2.066 | 4.062 | 3.249 | 2.976 | 1.908 | 1.000 | 1.976 | 4.342 | 3.542 | 3.472 | 3.264 |
| 45 | 4.228 | 4.401 | 2.358 | 1.000 | 2.819 | 2.139 | 2.976 | 3.622 | 1.000 | 4.272 | 3.069 | 2.228 | 2.190 | 1.000 |
| 46 | 1.835 | 1.908 | 2.358 | 1.000 | 1.899 | 2.139 | 2.976 | 2.852 | 2.179 | 2.982 | 2.036 | 2.228 | 2.190 | 2.024 |
| 47 | 2.873 | 3.046 | 2.358 | 1.000 | 4.062 | 3.249 | 2.976 | 2.852 | 2.179 | 2.982 | 3.069 | 2.228 | 2.190 | 2.024 |
| 48 | 4.228 | 4.401 | 4.439 | 2.066 | 2.819 | 3.249 | 2.976 | 3.622 | 2.179 | 2.982 | 4.342 | 2.228 | 2.190 | 2.024 |
|  | 4.228 | 4.401 | 3.334 | 2.066 | 1.000 | 4.431 | 4.322 | 4.469 | 3.384 | 4.272 | 4.342 | 3.542 | 3.472 | 3.264 |

## **Lampiran 13 Data Uji MSI *Burnout (X1)***

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1.000 | 1.923 | 2.499 | 3.566 | 4.084 | 4.518 | 4.924 | 4.401 | 4.860 | 10.000 |
| 2 | 4.081 | 3.253 | 3.192 | 1.000 | 2.836 | 2.131 | 2.722 | 1.000 | 1.901 | 1.943 |
| 3 | 3.003 | 3.253 | 3.192 | 1.000 | 2.836 | 2.835 | 4.016 | 1.000 | 3.887 | 3.517 |
| 4 | 4.081 | 3.253 | 4.084 | 4.401 | 2.128 | 2.835 | 3.384 | 3.649 | 3.887 | 4.409 |
| 5 | 4.081 | 4.238 | 4.084 | 1.000 | 2.128 | 2.131 | 3.384 | 1.000 | 1.000 | 2.731 |
| 6 | 3.003 | 2.587 | 2.499 | 2.147 | 3.317 | 3.402 | 3.384 | 2.147 | 3.247 | 3.517 |
| 7 | 4.081 | 4.238 | 4.084 | 2.147 | 4.084 | 3.402 | 4.016 | 3.649 | 3.887 | 4.409 |
| 8 | 3.003 | 2.587 | 2.499 | 1.000 | 2.128 | 1.000 | 1.000 | 2.147 | 2.605 | 2.731 |
| 9 | 4.081 | 4.238 | 3.192 | 2.147 | 2.128 | 2.131 | 2.722 | 2.147 | 2.605 | 1.943 |
| 10 | 2.273 | 2.587 | 2.499 | 2.904 | 2.836 | 2.835 | 2.722 | 2.862 | 2.605 | 2.731 |
| 11 | 2.273 | 1.923 | 1.768 | 1.000 | 1.000 | 2.131 | 1.000 | 1.000 | 1.000 | 1.943 |
| 12 | 2.273 | 1.923 | 2.499 | 2.904 | 2.836 | 2.835 | 2.722 | 2.862 | 2.605 | 2.731 |
| 13 | 1.695 | 1.923 | 1.768 | 2.147 | 2.128 | 2.131 | 1.960 | 2.862 | 2.605 | 2.731 |
| 14 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 15 | 3.003 | 3.253 | 3.192 | 1.000 | 2.128 | 3.402 | 1.960 | 1.000 | 3.247 | 3.517 |
| 16 | 4.081 | 4.238 | 4.084 | 2.147 | 2.128 | 2.131 | 2.722 | 1.000 | 1.901 | 1.943 |
| 17 | 4.081 | 3.253 | 3.192 | 1.000 | 3.317 | 3.983 | 2.722 | 1.000 | 1.000 | 1.000 |
| 18 | 4.081 | 4.238 | 4.084 | 2.904 | 1.000 | 3.402 | 1.000 | 2.862 | 1.901 | 1.943 |
| 19 | 1.695 | 1.923 | 1.768 | 2.904 | 1.000 | 1.000 | 1.960 | 1.000 | 2.605 | 1.943 |
| 20 | 2.273 | 1.923 | 2.499 | 2.147 | 1.000 | 1.000 | 1.960 | 2.147 | 1.901 | 1.000 |
| 21 | 4.081 | 4.238 | 4.084 | 2.147 | 4.084 | 2.835 | 3.384 | 2.862 | 3.247 | 2.731 |
| 22 | 2.273 | 3.253 | 3.192 | 2.904 | 2.836 | 2.835 | 2.722 | 2.862 | 3.247 | 2.731 |
| 23 | 3.003 | 2.587 | 4.084 | 2.147 | 3.317 | 2.131 | 4.016 | 2.147 | 1.901 | 1.000 |
| 24 | 3.003 | 3.253 | 4.084 | 3.566 | 4.084 | 3.402 | 2.722 | 3.261 | 3.247 | 3.517 |
| 25 | 2.273 | 1.923 | 1.768 | 2.147 | 2.128 | 2.131 | 1.960 | 2.147 | 2.605 | 2.731 |
| 26 | 3.003 | 3.253 | 1.768 | 2.147 | 2.128 | 2.131 | 1.960 | 2.147 | 1.901 | 1.943 |
| 27 | 3.003 | 3.253 | 2.499 | 2.147 | 2.128 | 2.131 | 1.960 | 2.147 | 2.605 | 2.731 |
| 28 | 3.003 | 3.253 | 2.499 | 1.000 | 2.128 | 1.000 | 2.722 | 2.147 | 2.605 | 2.731 |
| 29 | 3.003 | 2.587 | 2.499 | 2.904 | 2.836 | 1.000 | 1.960 | 1.000 | 1.901 | 1.943 |
| 30 | 1.695 | 1.000 | 1.768 | 2.147 | 2.128 | 2.131 | 1.960 | 2.147 | 1.901 | 1.943 |
| 31 | 4.081 | 2.587 | 2.499 | 3.566 | 3.317 | 2.835 | 3.384 | 3.261 | 3.887 | 3.517 |
| 32 | 4.081 | 4.238 | 4.084 | 1.000 | 2.128 | 2.131 | 4.016 | 1.000 | 3.887 | 4.409 |
| 33 | 4.081 | 4.238 | 4.084 | 2.147 | 3.317 | 3.402 | 2.722 | 3.649 | 2.605 | 3.517 |
| 34 | 3.003 | 2.587 | 3.192 | 2.904 | 2.128 | 1.000 | 2.722 | 2.147 | 2.605 | 2.731 |
| 35 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 36 | 2.273 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.960 | 1.000 | 2.605 | 1.943 |
| 37 | 2.273 | 1.923 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 38 | 1.695 | 1.923 | 2.499 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 2.731 |
| 39 | 2.273 | 1.923 | 2.499 | 1.000 | 1.000 | 1.000 | 1.960 | 2.147 | 1.901 | 2.731 |
| 40 | 3.003 | 2.587 | 3.192 | 2.147 | 2.128 | 1.000 | 2.722 | 2.147 | 2.605 | 1.943 |
| 41 | 4.081 | 4.238 | 4.084 | 2.904 | 3.317 | 2.131 | 3.384 | 2.147 | 3.887 | 3.517 |
| 42 | 4.081 | 4.238 | 4.084 | 2.147 | 2.128 | 2.131 | 3.384 | 2.147 | 3.247 | 3.517 |
| 43 | 2.273 | 2.587 | 2.499 | 1.000 | 1.000 | 1.000 | 1.960 | 1.000 | 1.000 | 1.000 |
| 44 | 3.003 | 2.587 | 2.499 | 1.000 | 1.000 | 1.000 | 2.722 | 1.000 | 1.000 | 1.943 |
| 45 | 3.003 | 3.253 | 2.499 | 3.566 | 2.836 | 2.131 | 2.722 | 2.862 | 2.605 | 2.731 |
| 46 | 3.003 | 2.587 | 2.499 | 2.147 | 2.128 | 2.131 | 2.722 | 2.147 | 2.605 | 2.731 |
| 47 | 4.081 | 3.253 | 3.192 | 1.000 | 2.128 | 2.131 | 1.960 | 1.000 | 1.901 | 2.731 |
| 48 | 3.003 | 3.253 | 3.192 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 3.247 | 3.517 |
|  | 4.081 | 3.253 | 4.084 | 2.147 | 2.128 | 2.131 | 4.016 | 2.147 | 1.901 | 4.409 |

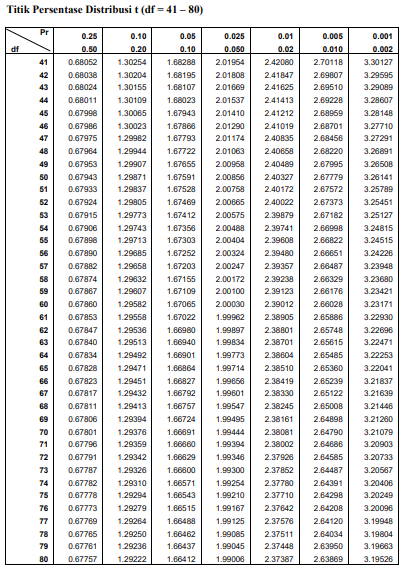
## **Lampiran 14 Data Uji MSI *Employee Engagement (X2*)**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 1.000 | 1.535 | 1.000 | 2.823 | 4.560 | 4.924 | 5.263 | 4.924 | 5.159 | 10.000 |
| 2 | 2.505 | 3.359 | 2.224 | 2.823 | 3.545 | 3.255 | 3.793 | 3.419 | 3.762 | 2.217 |
| 3 | 4.560 | 2.303 | 2.224 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 4 | 4.560 | 4.603 | 3.493 | 2.823 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 5 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 6 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 7 | 4.560 | 4.603 | 3.493 | 3.875 | 1.973 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 8 | 3.519 | 3.359 | 2.224 | 3.875 | 2.800 | 3.255 | 2.122 | 2.206 | 2.876 | 2.217 |
| 9 | 2.505 | 2.303 | 1.000 | 2.026 | 2.800 | 1.000 | 2.122 | 1.000 | 2.089 | 1.000 |
| 10 | 2.505 | 2.303 | 1.000 | 2.026 | 2.800 | 1.000 | 2.122 | 1.000 | 2.089 | 1.000 |
| 11 | 3.519 | 3.359 | 2.224 | 3.875 | 3.545 | 3.255 | 2.901 | 2.206 | 3.762 | 3.510 |
| 12 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 13 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 14 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 15 | 3.519 | 2.303 | 2.224 | 2.823 | 3.545 | 3.255 | 2.122 | 2.206 | 2.089 | 2.217 |
| 16 | 2.505 | 2.303 | 1.000 | 1.000 | 1.973 | 2.071 | 1.000 | 2.206 | 1.000 | 2.217 |
| 17 | 2.505 | 2.303 | 1.000 | 2.026 | 2.800 | 3.255 | 3.793 | 1.000 | 2.089 | 1.000 |
| 18 | 3.519 | 1.000 | 3.493 | 3.875 | 1.000 | 3.255 | 2.122 | 3.419 | 1.000 | 2.217 |
| 19 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 20 | 4.560 | 2.303 | 1.000 | 2.026 | 1.973 | 3.255 | 2.122 | 3.419 | 2.089 | 2.217 |
| 21 | 3.519 | 2.303 | 1.000 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 22 | 2.505 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 23 | 4.560 | 3.359 | 3.493 | 3.875 | 4.560 | 2.071 | 3.793 | 2.206 | 2.876 | 3.510 |
| 24 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 25 | 3.519 | 3.359 | 1.000 | 2.823 | 3.545 | 2.071 | 2.901 | 1.000 | 2.089 | 1.000 |
| 26 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.122 | 2.206 | 2.876 | 2.217 |
| 27 | 2.505 | 3.359 | 2.224 | 2.026 | 2.800 | 1.000 | 2.122 | 2.206 | 2.089 | 2.217 |
| 28 | 2.505 | 3.359 | 2.224 | 2.026 | 2.800 | 1.000 | 2.122 | 2.206 | 2.089 | 1.000 |
| 29 | 3.519 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 30 | 2.505 | 2.303 | 1.000 | 2.026 | 2.800 | 1.000 | 2.122 | 1.000 | 2.089 | 1.000 |
| 31 | 4.560 | 3.359 | 2.224 | 2.823 | 3.545 | 2.071 | 3.793 | 3.419 | 2.876 | 3.510 |
| 32 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 2.876 | 3.510 |
| 33 | 3.519 | 3.359 | 3.493 | 3.875 | 4.560 | 2.071 | 2.901 | 2.206 | 2.876 | 2.217 |
| 34 | 3.519 | 4.603 | 3.493 | 2.823 | 3.545 | 3.255 | 2.901 | 3.419 | 3.762 | 3.510 |
| 35 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 36 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |
| 37 | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 2.122 | 3.419 | 3.762 | 3.510 |
| 38 | 4.560 | 4.603 | 3.493 | 3.875 | 2.800 | 3.255 | 3.793 | 1.000 | 2.089 | 3.510 |
| 39 | 3.519 | 4.603 | 2.224 | 2.823 | 3.545 | 1.000 | 2.122 | 2.206 | 2.089 | 2.217 |
| 40 | 2.505 | 3.359 | 2.224 | 2.026 | 2.800 | 2.071 | 2.122 | 2.206 | 2.089 | 2.217 |
| 41 | 2.505 | 3.359 | 2.224 | 1.000 | 1.973 | 3.255 | 2.122 | 2.206 | 1.000 | 1.000 |
| 42 | 2.505 | 3.359 | 2.224 | 1.000 | 2.800 | 2.071 | 2.122 | 2.206 | 2.876 | 2.217 |
| 43 | 2.505 | 3.359 | 2.224 | 2.026 | 2.800 | 2.071 | 1.000 | 2.206 | 1.000 | 2.217 |
| 44 | 2.505 | 3.359 | 2.224 | 1.000 | 1.973 | 1.000 | 1.000 | 1.000 | 1.000 | 2.217 |
| 45 | 2.505 | 2.303 | 1.000 | 2.026 | 2.800 | 1.000 | 2.901 | 1.000 | 2.089 | 1.000 |
| 46 | 2.505 | 3.359 | 2.224 | 2.026 | 2.800 | 2.071 | 2.122 | 2.206 | 2.089 | 2.217 |
| 47 | 2.505 | 3.359 | 2.224 | 2.026 | 3.545 | 2.071 | 2.901 | 2.206 | 2.089 | 2.217 |
| 48 | 2.505 | 3.359 | 2.224 | 2.026 | 1.973 | 2.071 | 1.000 | 2.206 | 2.089 | 2.217 |
|  | 4.560 | 4.603 | 3.493 | 3.875 | 4.560 | 3.255 | 3.793 | 3.419 | 3.762 | 3.510 |

## **Lampiran 15 Data Uji MSI *Turnover Intention (X3)***

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Resp | ***Succesive Interval*** | | | | | | |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** |
| 1 | 1.000 | 1.792 | 2.480 | 3.069 | 4.134 | 5.390 | 5.263 |
| 2 | 1.829 | 2.506 | 2.480 | 3.069 | 2.503 | 2.002 | 2.366 |
| 3 | 1.829 | 2.506 | 2.952 | 2.437 | 3.146 | 2.766 | 2.901 |
| 4 | 3.031 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 5 | 2.534 | 1.792 | 2.480 | 3.069 | 3.146 | 2.002 | 2.901 |
| 6 | 3.031 | 3.058 | 2.480 | 2.437 | 2.503 | 3.236 | 2.901 |
| 7 | 3.810 | 3.058 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 8 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.901 |
| 9 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.366 |
| 10 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.366 |
| 11 | 1.000 | 1.792 | 1.000 | 1.734 | 1.793 | 2.002 | 1.000 |
| 12 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.366 |
| 13 | 2.534 | 2.506 | 2.480 | 3.069 | 3.146 | 2.766 | 2.366 |
| 14 | 3.031 | 3.058 | 2.952 | 4.062 | 3.146 | 3.236 | 2.901 |
| 15 | 1.829 | 2.506 | 2.480 | 3.069 | 3.146 | 2.766 | 2.901 |
| 16 | 3.810 | 3.058 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 17 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 18 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 19 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 20 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 21 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 22 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 23 | 1.000 | 1.000 | 1.792 | 2.437 | 2.503 | 2.002 | 2.366 |
| 24 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 25 | 1.829 | 1.000 | 1.792 | 2.437 | 3.146 | 2.002 | 1.809 |
| 26 | 1.829 | 1.792 | 1.792 | 3.069 | 3.146 | 2.766 | 2.366 |
| 27 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.236 | 2.901 |
| 28 | 3.810 | 3.850 | 3.733 | 3.069 | 3.146 | 3.236 | 2.901 |
| 29 | 1.829 | 1.792 | 1.792 | 1.734 | 2.503 | 2.002 | 2.901 |
| 30 | 2.534 | 1.792 | 1.792 | 1.734 | 1.793 | 2.002 | 1.809 |
| 31 | 1.829 | 2.506 | 1.792 | 4.062 | 1.793 | 3.957 | 3.793 |
| 32 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 33 | 3.810 | 3.850 | 3.733 | 2.437 | 3.146 | 3.957 | 3.793 |
| 34 | 2.534 | 2.506 | 2.480 | 3.069 | 1.793 | 2.766 | 1.000 |
| 35 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 36 | 2.534 | 1.792 | 1.000 | 4.062 | 4.134 | 1.000 | 1.809 |
| 37 | 2.534 | 1.000 | 1.000 | 4.062 | 2.503 | 2.002 | 1.809 |
| 38 | 1.000 | 2.506 | 1.000 | 1.000 | 1.000 | 1.000 | 1.000 |
| 39 | 1.829 | 1.000 | 1.792 | 1.734 | 2.503 | 2.002 | 1.809 |
| 40 | 2.534 | 2.506 | 2.480 | 3.069 | 3.146 | 2.766 | 1.809 |
| 41 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 42 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
| 43 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.366 |
| 44 | 2.534 | 2.506 | 2.952 | 2.437 | 1.793 | 2.002 | 1.809 |
| 45 | 2.534 | 2.506 | 2.480 | 2.437 | 2.503 | 2.766 | 2.366 |
| 46 | 2.534 | 2.506 | 2.480 | 3.069 | 3.146 | 2.766 | 2.901 |
| 47 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.236 | 2.901 |
| 48 | 3.810 | 3.850 | 3.733 | 4.062 | 4.134 | 3.957 | 3.793 |
|  | 3.031 | 3.058 | 3.733 | 4.062 | 4.134 | 2.002 | 3.793 |

## **Lampiran 16 t tabel**



## **Lampiran 17 f tabel**

Titik Persentase Distribusi F untuk Probabilita = 0,05

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| Df untuk penyebut (N2) | Df untuk pembilang (N1) | | | | | | |
| 1 | 2 | 3 | 4 | 5 | 6 | 7 | |
| 40 | 4.08 | 3.23 | 2.84 | 2.61 | 2.45 | 2.34 | 2.25 | |
| 41 | 4.08 | 3.23 | 2.83 | 2.60 | 2.44 | 2.33 | 2.24 | |
| 42 | 4.07 | 3.22 | 2.83 | 2.59 | 2.44 | 2.32 | 2.24 | |
| 43 | 4.07 | 3.21 | 2.82 | 2.59 | 2.43 | 2.32 | 2.23 | |
| 44 | 4.06 | 3.21 | 2.82 | **2.58** | 2.43 | 2.31 | 2.23 | |
| 45 | 4.06 | 3.20 | 2.81 | 2.58 | 2.42 | 2.31 | 2.22 | |
| 46 | 4.05 | 3.20 | 2.81 | 2.57 | 2.42 | 2.30 | 2.22 | |
| 47 | 4.05 | 3.20 | 2.80 | 2.57 | 2.41 | 2.30 | 2.21 | |
| 48 | 4.04 | 3.19 | 2.80 | 2.57 | 2.41 | 2.29 | 2.21 | |
| 49 | 4.04 | 3.19 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | |
| 50 | 4.03 | 3.18 | 2.79 | 2.56 | 2.40 | 2.29 | 2.20 | |
| 51 | 4.03 | 3.18 | 2.79 | 2.55 | 2.40 | 2.28 | 2.20 | |
| 52 | 4.03 | 3.18 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | |
| 53 | 4.02 | 3.17 | 2.78 | 2.55 | 2.39 | 2.28 | 2.19 | |
| 54 | 4.02 | 3.17 | 2.78 | 2.54 | 2.39 | 2.27 | 2.18 | |
| 55 | 4.02 | 3.16 | 2.77 | 2.54 | 2.38 | 2.27 | 2.18 | |

## **Lampiran 18 Ijin Penelitian**

