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**LAMPIRAN**

**Lampiran 1. Kuesioner Penelitian**

**KUESIONER PENELITIAN**

1. **Identitas Responden**
2. Nama :
3. Jenis Kelamin : Laki-Laki Perempuan
4. Umur : 15 – 21 Tahun 21 – 30 Tahun

30 – 40 Tahun >50 Tahun

1. Pendidikan Terakhir : SD-SMP SMA

Perguruan Tinggi

1. **Pengisian Kuesioner**

Isilah jawaban berikut sesuai dengan apa yang saudara/saudari rasakan selama bekerja di Percetakan dan Digital Printing Gemini Art Tegal dengan cara memberi tanda checklist (√) pada kolom yang tersedia.

Keterangan :

SS = Sangat Setuju

S = Setuju

N = Netral

TS = Tidak Setuju

STS = Sangat Tidak Setuju

1. **Variabel Turnover Intention**

Petunjuk pengisian : berilah tanda centang (√) pada pilihan yang anda anggap sesuai.

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | N | TS | STS |
| 1 | Saat ini saya mempunyai keinginan untuk keluar dari pekerjaan ini |  |  |  |  |  |
| 2 | Sudah tidak nyaman lagi dengan pekerjaan ini sehingga lebih baik mencari pekerjaan lainnya |  |  |  |  |  |
| 3 | Saat ini saya sedang mencari pekerjaan baru |  |  |  |  |  |
| 4 | Sudah mencari informasi mengenai lowongan pekerjaan di tempat lain |  |  |  |  |  |
| 5 | Akan keluar pekerjaan dari perusahaan atau organisasi dalam waktu dekat kerana beban kerja terlalu berat |  |  |  |  |  |
| 6 | Akan keluar dari pekerjaan saat ini apabila ada pekerjaan lain yang menawarkan gaji lebih besar |  |  |  |  |  |

1. **Variabel Kompensasi**

Petunjuk pengisian : berilah tanda centang (√) pada pilihan yang anda anggap sesuai

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | N | TS | STS |
| 1 | Upah yang saya terima mampu untuk memenuhi kehidupan sehari hari |  |  |  |  |  |
| 2 | Upah yang saya terima saat ini sudah sesuai dengan hasil pekerjaan |  |  |  |  |  |
| 3 | Menurut saya diperlukan pemberian upah secara adil sesuai dengan hasil pekerjaan |  |  |  |  |  |
| 4 | Atasan memberikan apresiasi kepada karyawan atas hasil kerja yang memuaskan |  |  |  |  |  |
| 5 | Suasana dan lingkungan kerja saya saat ini sangat nyaman dan membuat saya bergairah dalam bekerja |  |  |  |  |  |
| 6 | Adanya toleransi waktu untuk beribadah dari pihak organisasi terhadap karyawan yang ingin melakukan ibadah |  |  |  |  |  |
| 7 | Perusahaan memperhatikan pemenuhan kebutuhan dan fasilitas karyawan |  |  |  |  |  |
| 8 | Tempat saya bekerja menyediakan fasilitas yang mendukung dan lingkungan kerja yang kondusif. |  |  |  |  |  |

1. **Variabel Motivasi**

Petunjuk pengisian : berilah tanda centang (√) pada pilihan yang anda anggap sesuai

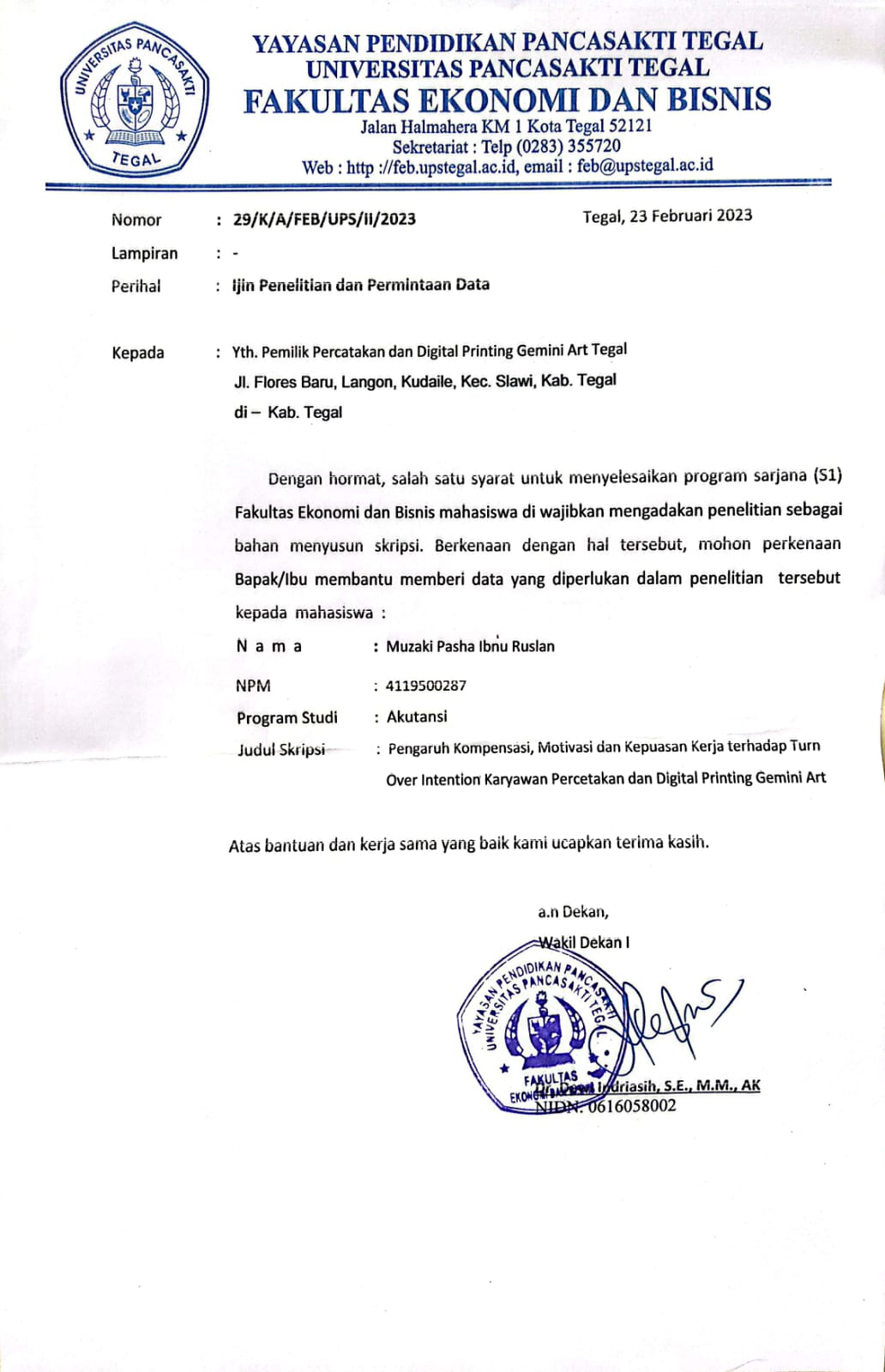
|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | N | TS | STS |
| 1 | Melakukan kerja sama dengan teman kerja ketika melakukan pekerjaan yang sulit |  |  |  |  |  |
| 2 | Selalu menyelesaikan tugas dengan sebaik-baiknya dan tepat waktu |  |  |  |  |  |
| 3 | Mampu bekerja dengan penuh rasa tanggung jawab |  |  |  |  |  |
| 4 | Selalu bersemangat ketika mendapatkan tugas dalam pekerjaan agar mendapatkan hasil yang maksimal |  |  |  |  |  |
| 5 | Ingin memaksimalkan kemampuan atau potensi dalam diri dalam melakukan pekerjaan |  |  |  |  |  |
| 6 | Selama saya bekerja di tempat ini saya diberi kesempatan untuk mengembangkan kemampuan/potensi saya |  |  |  |  |  |
| 7 | Apabila organisasi mengadakan program rekreasi setiap tahun, maka hal ini memotivasi saya dalam bekerja |  |  |  |  |  |
| 8 | Posisi saya saat ini sudah cukup memuaskan |  |  |  |  |  |

1. **Variabel Kepuasan**

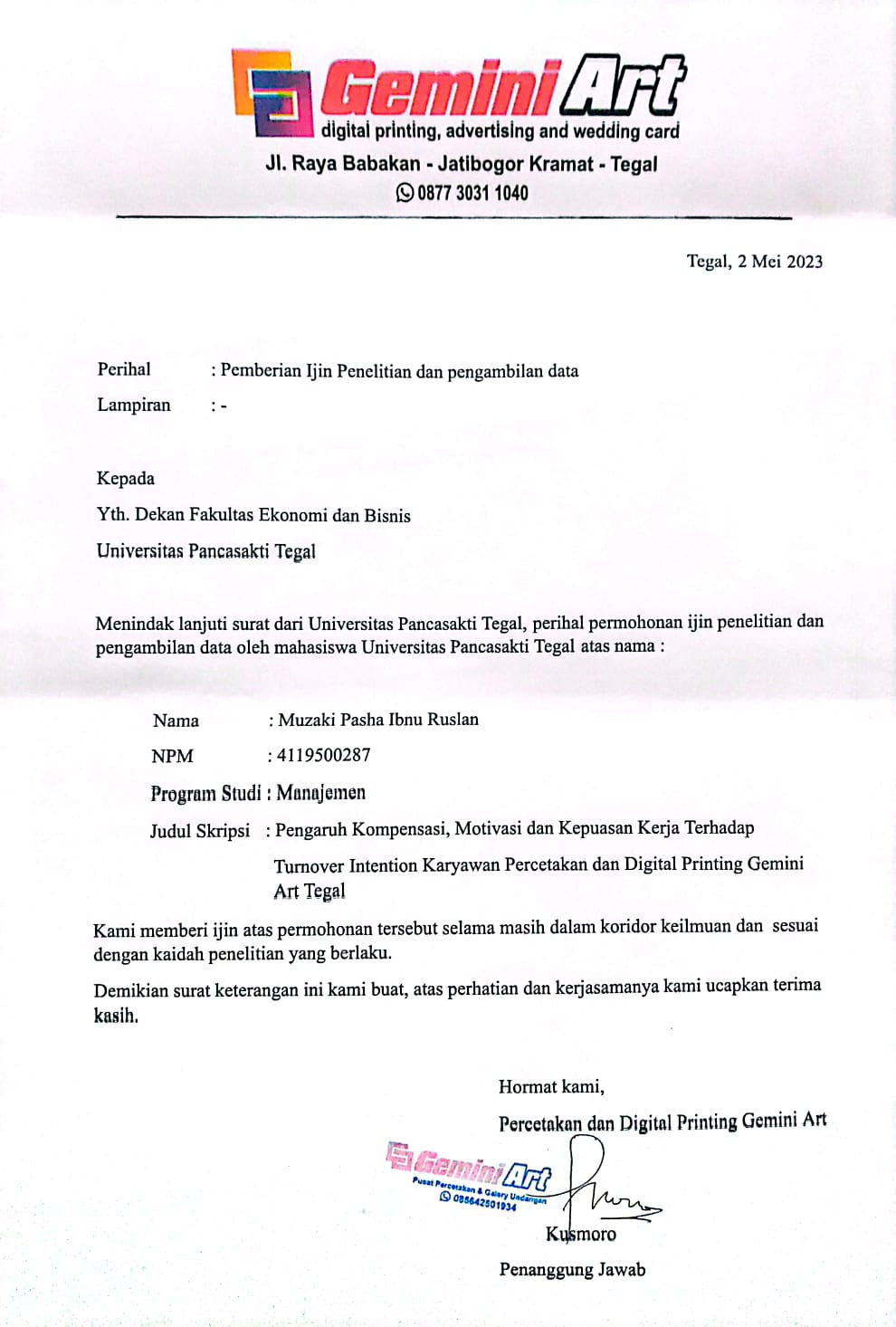
Petunjuk pengisian : berilah tanda centang (√) pada pilihan yang anda anggap sesuai

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No | Pertanyaan | SS | S | N | TS | STS |
| 1 | Tugas yang diberikan sesuai dengan kemampuan |  |  |  |  |  |
| 2 | Pekerjaan saya saat ini sudah sesuai dengan harapan |  |  |  |  |  |
| 3 | Upah yang diberikan sesuai dengan standar upah karyawan saya |  |  |  |  |  |
| 4 | Upah yang saya saya terima sesuai dengan tingkat keterampilan yang saya miliki |  |  |  |  |  |
| 5 | Tidak ada kesempatan yang diberikan untuk meningkatkan karier |  |  |  |  |  |
| 6 | Atasan selalu memberikan dukungan kepada karyawan agar lebih meningkatkan kinerjanya |  |  |  |  |  |
| 7 | Atasan selalu memberikan arahan dan petunjuk dalam pelaksanaan kerja |  |  |  |  |  |
| 8 | Rekan kerja selalu memberikan dukungan kepada saya dalam bekerja |  |  |  |  |  |

**Lampiran 2. Surat Ijin Penelitian**



**Lampiran 3. Surat Balasan Penelitian**



**Lampiran 4. Data Ordinal Responden Variabel Turnover Intention**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | Turnover Intention |  |  |  |  |  |  |
| No | (Y) |  |  |  |  |  | Total |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | (Y) |
| 1 | 4 | 4 | 3 | 5 | 4 | 4 | 24 |
| 2 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 4 | 4 | 5 | 4 | 3 | 5 | 4 | 25 |
| 5 | 3 | 4 | 5 | 4 | 3 | 4 | 23 |
| 6 | 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 27 |
| 8 | 5 | 5 | 5 | 4 | 4 | 4 | 27 |
| 9 | 4 | 5 | 4 | 4 | 5 | 5 | 27 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 24 |
| 11 | 5 | 4 | 5 | 4 | 3 | 3 | 24 |
| 12 | 5 | 4 | 4 | 4 | 4 | 4 | 25 |
| 13 | 5 | 3 | 4 | 5 | 5 | 5 | 27 |
| 14 | 4 | 5 | 4 | 4 | 4 | 3 | 24 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 30 |
| 16 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 17 | 3 | 4 | 4 | 4 | 5 | 4 | 24 |
| 18 | 5 | 3 | 4 | 5 | 4 | 4 | 25 |
| 19 | 5 | 5 | 5 | 5 | 5 | 3 | 28 |
| 20 | 4 | 5 | 4 | 4 | 5 | 3 | 25 |
| 21 | 4 | 4 | 5 | 5 | 4 | 4 | 26 |
| 22 | 4 | 4 | 4 | 5 | 3 | 4 | 24 |
| 23 | 4 | 4 | 3 | 4 | 5 | 4 | 24 |
| 24 | 5 | 3 | 4 | 5 | 3 | 4 | 24 |
| 25 | 3 | 4 | 5 | 5 | 3 | 4 | 24 |
| 26 | 4 | 4 | 4 | 5 | 4 | 4 | 25 |
| 27 | 3 | 4 | 5 | 3 | 4 | 5 | 24 |
| 28 | 4 | 4 | 5 | 3 | 4 | 3 | 23 |
| 29 | 5 | 4 | 4 | 5 | 4 | 5 | 27 |
| 30 | 4 | 4 | 4 | 4 | 5 | 5 | 26 |
| 31 | 4 | 4 | 5 | 4 | 3 | 4 | 24 |
| 32 | 5 | 3 | 4 | 3 | 5 | 4 | 24 |
| 33 | 5 | 5 | 4 | 5 | 5 | 4 | 28 |
| 34 | 4 | 4 | 5 | 5 | 5 | 5 | 28 |
| 35 | 4 | 3 | 4 | 5 | 5 | 4 | 25 |
| 36 | 3 | 4 | 5 | 5 | 4 | 4 | 25 |
| 37 | 5 | 4 | 5 | 4 | 4 | 5 | 27 |

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Kompensasi |  |  |  |  |  |  |  |  |
| No | (X) |  |  |  |  |  |  |  | Total |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | (X) |
| 1 | 4 | 4 | 4 | 2 | 4 | 4 | 4 | 4 | 30 |
| 2 | 5 | 4 | 4 | 3 | 3 | 4 | 5 | 3 | 31 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 32 |
| 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 3 | 31 |
| 5 | 3 | 5 | 5 | 3 | 4 | 4 | 5 | 3 | 32 |
| 6 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 31 |
| 7 | 3 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 32 |
| 8 | 4 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 35 |
| 9 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 35 |
| 10 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 34 |
| 11 | 4 | 4 | 5 | 3 | 3 | 5 | 5 | 4 | 33 |
| 12 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 33 |
| 13 | 4 | 4 | 5 | 2 | 5 | 5 | 4 | 4 | 33 |
| 14 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 4 | 34 |
| 15 | 3 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 36 |
| 16 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 4 | 32 |
| 17 | 3 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 18 | 4 | 3 | 4 | 2 | 4 | 5 | 4 | 5 | 31 |
| 19 | 4 | 4 | 5 | 3 | 4 | 5 | 5 | 5 | 35 |
| 20 | 4 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 33 |
| 21 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 33 |
| 22 | 4 | 4 | 4 | 3 | 3 | 4 | 5 | 4 | 31 |
| 23 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 24 | 4 | 3 | 4 | 2 | 4 | 5 | 5 | 5 | 32 |
| 25 | 3 | 4 | 4 | 4 | 3 | 4 | 5 | 4 | 31 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 4 | 31 |
| 27 | 3 | 5 | 5 | 3 | 3 | 5 | 4 | 5 | 33 |
| 28 | 4 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 33 |
| 29 | 2 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 32 |
| 30 | 4 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 35 |
| 31 | 4 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 31 |
| 32 | 2 | 3 | 4 | 3 | 4 | 5 | 5 | 5 | 31 |
| 33 | 4 | 5 | 4 | 4 | 3 | 4 | 4 | 3 | 31 |
| 34 | 4 | 4 | 3 | 2 | 5 | 5 | 5 | 4 | 32 |
| 35 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 5 | 31 |
| 36 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 34 |
| 37 | 2 | 5 | 5 | 4 | 4 | 5 | 4 | 4 | 33 |

**Lampiran 5. Data Ordinal Responden Variabel Kompensasi**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Motivasi |  |  |  |  |  |  |  |  |
| No | (X) |  |  |  |  |  |  |  | Total |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | (X) |
| 1 | 3 | 5 | 4 | 4 | 5 | 3 | 5 | 2 | 31 |
| 2 | 4 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 34 |
| 3 | 3 | 5 | 4 | 4 | 4 | 4 | 4 | 2 | 30 |
| 4 | 3 | 4 | 4 | 4 | 4 | 4 | 4 | 3 | 30 |
| 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 3 | 35 |
| 6 | 4 | 5 | 4 | 4 | 4 | 3 | 5 | 2 | 31 |
| 7 | 4 | 5 | 4 | 5 | 4 | 5 | 4 | 3 | 34 |
| 8 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 33 |
| 9 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 36 |
| 10 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 3 | 33 |
| 11 | 3 | 5 | 5 | 4 | 3 | 5 | 4 | 3 | 32 |
| 12 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 2 | 32 |
| 13 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 3 | 34 |
| 14 | 4 | 5 | 5 | 3 | 4 | 5 | 4 | 3 | 33 |
| 15 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 3 | 34 |
| 16 | 5 | 4 | 4 | 4 | 3 | 3 | 4 | 4 | 31 |
| 17 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 3 | 33 |
| 18 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 3 | 32 |
| 19 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 3 | 35 |
| 20 | 4 | 5 | 5 | 4 | 3 | 4 | 4 | 3 | 32 |
| 21 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 35 |
| 22 | 4 | 4 | 5 | 4 | 3 | 4 | 4 | 3 | 31 |
| 23 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 3 | 34 |
| 24 | 4 | 5 | 4 | 5 | 3 | 4 | 4 | 4 | 33 |
| 25 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 26 | 5 | 4 | 5 | 4 | 4 | 4 | 3 | 3 | 32 |
| 27 | 3 | 5 | 4 | 3 | 5 | 5 | 4 | 4 | 33 |
| 28 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 3 | 32 |
| 29 | 4 | 5 | 4 | 4 | 3 | 3 | 5 | 4 | 32 |
| 30 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 2 | 31 |
| 31 | 5 | 5 | 4 | 4 | 3 | 4 | 4 | 4 | 33 |
| 32 | 4 | 5 | 5 | 3 | 4 | 4 | 4 | 4 | 33 |
| 33 | 3 | 5 | 4 | 4 | 3 | 4 | 5 | 3 | 31 |
| 34 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 4 | 33 |
| 35 | 2 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 32 |
| 36 | 5 | 4 | 5 | 4 | 5 | 4 | 4 | 2 | 33 |
| 37 | 2 | 5 | 4 | 5 | 3 | 5 | 4 | 4 | 32 |

**Lampiran 6. Data Ordinal Responden Variabel Motivasi**

|  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
|  | Kepuasan Kerja |  |  |  |  |  |  |  |  |
| No | (X) |  |  |  |  |  |  |  | Total |
| Responden | 1 | 2 | 3 | 4 | 5 | 6 | 7 | 8 | (X) |
| 1 | 4 | 4 | 3 | 4 | 4 | 3 | 5 | 4 | 31 |
| 2 | 5 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 33 |
| 3 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 4 | 31 |
| 4 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 5 | 32 |
| 5 | 4 | 4 | 2 | 4 | 4 | 5 | 4 | 4 | 31 |
| 6 | 5 | 3 | 3 | 5 | 4 | 3 | 4 | 4 | 31 |
| 7 | 4 | 3 | 4 | 4 | 5 | 5 | 4 | 5 | 34 |
| 8 | 4 | 2 | 3 | 3 | 5 | 5 | 5 | 4 | 31 |
| 9 | 4 | 3 | 3 | 4 | 4 | 5 | 5 | 5 | 33 |
| 10 | 4 | 3 | 4 | 3 | 4 | 4 | 4 | 4 | 30 |
| 11 | 4 | 3 | 3 | 4 | 5 | 5 | 5 | 4 | 33 |
| 12 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 5 | 33 |
| 13 | 4 | 3 | 3 | 4 | 5 | 5 | 4 | 5 | 33 |
| 14 | 4 | 4 | 3 | 4 | 5 | 5 | 4 | 5 | 34 |
| 15 | 4 | 3 | 3 | 3 | 5 | 5 | 5 | 4 | 32 |
| 16 | 5 | 4 | 4 | 4 | 5 | 3 | 4 | 4 | 33 |
| 17 | 4 | 4 | 3 | 3 | 5 | 4 | 4 | 4 | 31 |
| 18 | 5 | 4 | 3 | 4 | 5 | 4 | 4 | 5 | 34 |
| 19 | 4 | 3 | 2 | 3 | 5 | 4 | 5 | 5 | 31 |
| 20 | 4 | 3 | 3 | 4 | 4 | 4 | 5 | 4 | 31 |
| 21 | 4 | 4 | 3 | 4 | 4 | 4 | 4 | 5 | 32 |
| 22 | 4 | 4 | 4 | 3 | 4 | 4 | 4 | 5 | 32 |
| 23 | 4 | 5 | 3 | 4 | 5 | 4 | 4 | 4 | 33 |
| 24 | 5 | 3 | 3 | 3 | 5 | 4 | 4 | 5 | 32 |
| 25 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 26 | 4 | 2 | 4 | 4 | 5 | 4 | 3 | 5 | 31 |
| 27 | 4 | 3 | 4 | 3 | 5 | 5 | 3 | 4 | 31 |
| 28 | 5 | 3 | 3 | 4 | 4 | 5 | 3 | 5 | 32 |
| 29 | 4 | 4 | 2 | 4 | 5 | 3 | 5 | 4 | 31 |
| 30 | 4 | 3 | 3 | 4 | 5 | 4 | 3 | 5 | 31 |
| 31 | 5 | 3 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 32 | 4 | 3 | 3 | 4 | 5 | 4 | 4 | 5 | 32 |
| 33 | 4 | 3 | 2 | 3 | 5 | 4 | 5 | 5 | 31 |
| 34 | 4 | 4 | 3 | 3 | 5 | 5 | 4 | 5 | 33 |
| 35 | 4 | 4 | 3 | 4 | 5 | 4 | 4 | 4 | 32 |
| 36 | 5 | 4 | 4 | 3 | 5 | 4 | 4 | 4 | 33 |
| 37 | 4 | 3 | 3 | 3 | 5 | 5 | 4 | 4 | 31 |

**Lampiran 7. Data Ordinal Responden Variabel Kepuasan Kerja**

**Lampiran 8. Data Interval Turnover Intention**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | | |  |  |  |  |
| **1** | **2** | **3** | **4** | **5** | **6** | Total |
| 1.000 | 1.000 | 1.000 | 2.254 | 3.346 | 6.000 | 14.600 |
| 3.140 | 3.207 | 1.000 | 3.615 | 2.127 | 2.454 | 15.542 |
| 3.140 | 3.207 | 2.448 | 3.615 | 1.000 | 2.454 | 15.863 |
| 3.140 | 3.207 | 2.448 | 2.254 | 2.127 | 2.454 | 15.629 |
| 3.140 | 4.621 | 2.448 | 1.000 | 3.346 | 2.454 | 17.009 |
| 2.019 | 3.207 | 3.888 | 2.254 | 1.000 | 2.454 | 14.821 |
| 2.019 | 3.207 | 2.448 | 2.254 | 3.346 | 2.454 | 15.728 |
| 3.140 | 4.621 | 2.448 | 3.615 | 2.127 | 3.895 | 19.846 |
| 4.444 | 4.621 | 3.888 | 2.254 | 2.127 | 2.454 | 19.788 |
| 3.140 | 4.621 | 2.448 | 2.254 | 3.346 | 3.895 | 19.705 |
| 3.140 | 3.207 | 2.448 | 2.254 | 2.127 | 2.454 | 15.629 |
| 4.444 | 3.207 | 3.888 | 2.254 | 1.000 | 1.000 | 15.793 |
| 4.444 | 3.207 | 2.448 | 2.254 | 2.127 | 2.454 | 16.934 |
| 4.444 | 1.949 | 2.448 | 3.615 | 3.346 | 3.895 | 19.698 |
| 3.140 | 4.621 | 2.448 | 2.254 | 2.127 | 1.000 | 15.590 |
| 4.444 | 4.621 | 3.888 | 3.615 | 3.346 | 3.895 | 23.810 |
| 3.140 | 3.207 | 3.888 | 2.254 | 1.000 | 2.454 | 15.942 |
| 2.019 | 3.207 | 2.448 | 2.254 | 3.346 | 2.454 | 15.728 |
| 4.444 | 1.949 | 2.448 | 3.615 | 2.127 | 2.454 | 17.037 |
| 4.444 | 4.621 | 3.888 | 3.615 | 3.346 | 1.000 | 20.914 |
| 3.140 | 4.621 | 2.448 | 2.254 | 3.346 | 1.000 | 16.809 |
| 3.140 | 3.207 | 3.888 | 3.615 | 2.127 | 2.454 | 18.429 |
| 3.140 | 3.207 | 2.448 | 3.615 | 1.000 | 2.454 | 15.863 |
| 3.140 | 3.207 | 1.000 | 2.254 | 3.346 | 2.454 | 15.400 |
| 4.444 | 1.949 | 2.448 | 3.615 | 1.000 | 2.454 | 15.910 |
| 2.019 | 3.207 | 3.888 | 3.615 | 1.000 | 2.454 | 16.181 |
| 3.140 | 3.207 | 2.448 | 3.615 | 2.127 | 2.454 | 16.990 |
| 2.019 | 3.207 | 3.888 | 1.000 | 2.127 | 3.895 | 16.135 |
| 3.140 | 3.207 | 3.888 | 1.000 | 2.127 | 1.000 | 14.361 |
| 4.444 | 3.207 | 2.448 | 3.615 | 2.127 | 3.895 | 19.736 |
| 3.140 | 3.207 | 2.448 | 2.254 | 3.346 | 3.895 | 18.290 |
| 3.140 | 3.207 | 3.888 | 2.254 | 1.000 | 2.454 | 15.942 |
| 4.444 | 1.949 | 2.448 | 1.000 | 3.346 | 2.454 | 15.641 |
| 4.444 | 4.621 | 2.448 | 3.615 | 3.346 | 2.454 | 20.929 |
| 3.140 | 3.207 | 3.888 | 3.615 | 3.346 | 3.895 | 21.090 |
| 3.140 | 1.949 | 2.448 | 3.615 | 3.346 | 2.454 | 16.951 |
| 2.019 | 3.207 | 3.888 | 3.615 | 2.127 | 2.454 | 17.308 |
| 4.444 | 3.207 | 3.888 | 2.254 | 2.127 | 3.895 | 19.815 |

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | Total |
| 1.000 | 1.000 | 1.000 | 3.257 | 3.924 | 6.000 | 7.000 | 8.000 | 31.181 |
| 3.711 | 3.096 | 2.520 | 1.000 | 2.454 | 1.000 | 2.696 | 2.417 | 18.894 |
| 5.360 | 3.096 | 2.520 | 2.044 | 1.000 | 1.000 | 4.217 | 1.000 | 20.237 |
| 3.711 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 2.696 | 2.417 | 21.151 |
| 3.711 | 4.500 | 2.520 | 2.044 | 2.454 | 1.000 | 2.696 | 1.000 | 19.926 |
| 2.494 | 4.500 | 3.990 | 2.044 | 2.454 | 1.000 | 4.217 | 1.000 | 21.701 |
| 2.494 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 2.696 | 2.417 | 19.934 |
| 2.494 | 4.500 | 2.520 | 2.044 | 2.454 | 2.598 | 2.696 | 2.417 | 21.724 |
| 3.711 | 4.500 | 3.990 | 2.044 | 2.454 | 1.000 | 4.217 | 3.832 | 25.749 |
| 3.711 | 4.500 | 2.520 | 3.257 | 3.924 | 2.598 | 2.696 | 2.417 | 25.623 |
| 3.711 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 4.217 | 3.832 | 24.087 |
| 3.711 | 3.096 | 3.990 | 2.044 | 1.000 | 2.598 | 4.217 | 2.417 | 23.075 |
| 2.494 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 4.217 | 3.832 | 22.870 |
| 3.711 | 3.096 | 3.990 | 1.000 | 3.924 | 2.598 | 2.696 | 2.417 | 23.433 |
| 3.711 | 4.500 | 2.520 | 3.257 | 2.454 | 2.598 | 2.696 | 2.417 | 24.153 |
| 2.494 | 4.500 | 3.990 | 4.940 | 2.454 | 2.598 | 4.217 | 2.417 | 27.611 |
| 3.711 | 3.096 | 3.990 | 3.257 | 1.000 | 1.000 | 2.696 | 2.417 | 21.167 |
| 2.494 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 4.217 | 2.417 | 21.455 |
| 3.711 | 1.871 | 2.520 | 1.000 | 2.454 | 2.598 | 2.696 | 3.832 | 20.683 |
| 3.711 | 3.096 | 3.990 | 2.044 | 2.454 | 2.598 | 4.217 | 3.832 | 25.944 |
| 3.711 | 4.500 | 2.520 | 3.257 | 1.000 | 2.598 | 2.696 | 2.417 | 22.699 |
| 3.711 | 3.096 | 3.990 | 3.257 | 2.454 | 1.000 | 4.217 | 1.000 | 22.726 |
| 3.711 | 3.096 | 2.520 | 2.044 | 1.000 | 1.000 | 4.217 | 2.417 | 20.006 |
| 3.711 | 3.096 | 1.000 | 3.257 | 2.454 | 1.000 | 2.696 | 2.417 | 19.631 |
| 3.711 | 1.871 | 2.520 | 1.000 | 2.454 | 2.598 | 4.217 | 3.832 | 22.204 |
| 2.494 | 3.096 | 2.520 | 3.257 | 1.000 | 1.000 | 4.217 | 2.417 | 20.001 |
| 3.711 | 3.096 | 2.520 | 3.257 | 2.454 | 1.000 | 1.000 | 2.417 | 19.455 |
| 2.494 | 4.500 | 3.990 | 2.044 | 1.000 | 2.598 | 2.696 | 3.832 | 23.155 |
| 3.711 | 3.096 | 3.990 | 2.044 | 2.454 | 2.598 | 2.696 | 2.417 | 23.007 |
| 1.784 | 3.096 | 2.520 | 3.257 | 2.454 | 2.598 | 4.217 | 2.417 | 22.343 |
| 3.711 | 3.096 | 2.520 | 3.257 | 3.924 | 2.598 | 2.696 | 3.832 | 25.634 |
| 3.711 | 3.096 | 2.520 | 3.257 | 1.000 | 1.000 | 2.696 | 2.417 | 19.697 |
| 1.784 | 1.871 | 2.520 | 2.044 | 2.454 | 2.598 | 4.217 | 3.832 | 21.321 |
| 3.711 | 4.500 | 2.520 | 3.257 | 1.000 | 1.000 | 2.696 | 1.000 | 19.684 |
| 3.711 | 3.096 | 1.000 | 1.000 | 3.924 | 2.598 | 4.217 | 2.417 | 21.964 |
| 3.711 | 1.871 | 2.520 | 2.044 | 2.454 | 1.000 | 2.696 | 3.832 | 20.129 |
| 5.360 | 3.096 | 3.990 | 3.257 | 2.454 | 1.000 | 2.696 | 2.417 | 24.270 |
| 1.784 | 4.500 | 3.990 | 3.257 | 2.454 | 2.598 | 2.696 | 2.417 | 23.696 |

**Lampiran 9. Data Interval Variabel Kompensasi**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | Total |
| 1.000 | 1.000 | 1.000 | 2.741 | 3.543 | 6.000 | 7.000 | 8.000 | 30.284 |
| 2.296 | 3.838 | 2.648 | 2.741 | 3.543 | 1.000 | 4.313 | 1.000 | 21.380 |
| 3.392 | 3.838 | 2.648 | 4.392 | 2.276 | 2.448 | 4.313 | 2.291 | 25.598 |
| 2.296 | 3.838 | 2.648 | 2.741 | 2.276 | 2.448 | 2.774 | 1.000 | 20.020 |
| 2.296 | 2.301 | 2.648 | 2.741 | 2.276 | 2.448 | 2.774 | 2.291 | 19.774 |
| 3.392 | 3.838 | 4.167 | 2.741 | 3.543 | 3.882 | 2.774 | 2.291 | 26.629 |
| 3.392 | 3.838 | 2.648 | 2.741 | 2.276 | 1.000 | 4.313 | 1.000 | 21.208 |
| 3.392 | 3.838 | 2.648 | 4.392 | 2.276 | 3.882 | 2.774 | 2.291 | 25.493 |
| 3.392 | 2.301 | 4.167 | 2.741 | 2.276 | 2.448 | 4.313 | 2.291 | 23.929 |
| 3.392 | 3.838 | 2.648 | 2.741 | 3.543 | 3.882 | 4.313 | 3.622 | 27.980 |
| 3.392 | 3.838 | 2.648 | 2.741 | 2.276 | 2.448 | 4.313 | 2.291 | 23.947 |
| 2.296 | 3.838 | 4.167 | 2.741 | 1.000 | 3.882 | 2.774 | 2.291 | 22.990 |
| 3.392 | 3.838 | 2.648 | 2.741 | 2.276 | 2.448 | 4.313 | 1.000 | 22.656 |
| 3.392 | 2.301 | 2.648 | 4.392 | 3.543 | 3.882 | 2.774 | 2.291 | 25.223 |
| 3.392 | 3.838 | 4.167 | 1.000 | 2.276 | 3.882 | 2.774 | 2.291 | 23.620 |
| 3.392 | 3.838 | 2.648 | 2.741 | 2.276 | 3.882 | 4.313 | 2.291 | 25.382 |
| 4.764 | 2.301 | 2.648 | 2.741 | 1.000 | 1.000 | 2.774 | 3.622 | 20.850 |
| 3.392 | 2.301 | 4.167 | 2.741 | 2.276 | 2.448 | 4.313 | 2.291 | 23.929 |
| 3.392 | 3.838 | 2.648 | 2.741 | 2.276 | 2.448 | 2.774 | 2.291 | 22.407 |
| 4.764 | 3.838 | 2.648 | 4.392 | 2.276 | 2.448 | 4.313 | 2.291 | 26.970 |
| 3.392 | 3.838 | 4.167 | 2.741 | 1.000 | 2.448 | 2.774 | 2.291 | 22.651 |
| 3.392 | 3.838 | 4.167 | 2.741 | 2.276 | 2.448 | 4.313 | 3.622 | 26.797 |
| 3.392 | 2.301 | 4.167 | 2.741 | 1.000 | 2.448 | 2.774 | 2.291 | 21.113 |
| 4.764 | 3.838 | 4.167 | 2.741 | 2.276 | 2.448 | 2.774 | 2.291 | 25.298 |
| 3.392 | 3.838 | 2.648 | 4.392 | 1.000 | 2.448 | 2.774 | 3.622 | 24.114 |
| 4.764 | 3.838 | 2.648 | 2.741 | 1.000 | 2.448 | 2.774 | 3.622 | 23.835 |
| 4.764 | 2.301 | 4.167 | 2.741 | 2.276 | 2.448 | 1.000 | 2.291 | 21.987 |
| 2.296 | 3.838 | 2.648 | 1.000 | 3.543 | 3.882 | 2.774 | 3.622 | 23.604 |
| 3.392 | 2.301 | 2.648 | 2.741 | 2.276 | 3.882 | 2.774 | 2.291 | 22.305 |
| 3.392 | 3.838 | 2.648 | 2.741 | 1.000 | 1.000 | 4.313 | 3.622 | 22.555 |
| 3.392 | 2.301 | 2.648 | 2.741 | 3.543 | 2.448 | 2.774 | 1.000 | 20.846 |
| 4.764 | 3.838 | 2.648 | 2.741 | 1.000 | 2.448 | 2.774 | 3.622 | 23.835 |
| 3.392 | 3.838 | 4.167 | 1.000 | 2.276 | 2.448 | 2.774 | 3.622 | 23.517 |
| 2.296 | 3.838 | 2.648 | 2.741 | 1.000 | 2.448 | 4.313 | 2.291 | 21.576 |
| 3.392 | 2.301 | 1.000 | 2.741 | 3.543 | 3.882 | 2.774 | 3.622 | 23.255 |
| 1.681 | 3.838 | 2.648 | 2.741 | 2.276 | 2.448 | 4.313 | 3.622 | 23.568 |
| 4.764 | 2.301 | 4.167 | 2.741 | 3.543 | 2.448 | 2.774 | 1.000 | 23.737 |
| 1.681 | 3.838 | 2.648 | 4.392 | 1.000 | 3.882 | 2.774 | 3.622 | 23.838 |

**Lampiran 10. Data Interval Variabel Motivasi**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Succesive Interval** | |  |  |  |  |  |  |  |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | Total |
| 1.000 | 1.000 | 2.612 | 2.546 | 2.646 | 6.000 | 7.000 | 8.000 | 30.804 |
| 2.982 | 3.701 | 2.612 | 2.546 | 1.000 | 1.000 | 3.882 | 1.000 | 18.723 |
| 4.621 | 3.701 | 2.612 | 1.000 | 1.000 | 2.375 | 3.882 | 2.596 | 21.788 |
| 2.982 | 3.701 | 2.612 | 2.546 | 1.000 | 2.375 | 2.448 | 1.000 | 18.664 |
| 2.982 | 2.376 | 2.612 | 1.000 | 2.646 | 3.773 | 2.448 | 2.596 | 20.434 |
| 2.982 | 3.701 | 1.000 | 2.546 | 1.000 | 3.773 | 2.448 | 1.000 | 18.450 |
| 4.621 | 2.376 | 2.612 | 4.342 | 1.000 | 1.000 | 2.448 | 1.000 | 19.400 |
| 2.982 | 2.376 | 4.176 | 2.546 | 2.646 | 3.773 | 2.448 | 2.596 | 23.543 |
| 2.982 | 1.000 | 2.612 | 1.000 | 2.646 | 3.773 | 3.882 | 1.000 | 18.896 |
| 2.982 | 2.376 | 2.612 | 2.546 | 1.000 | 3.773 | 3.882 | 2.596 | 21.769 |
| 2.982 | 2.376 | 4.176 | 1.000 | 1.000 | 2.375 | 2.448 | 1.000 | 17.357 |
| 2.982 | 2.376 | 2.612 | 2.546 | 2.646 | 3.773 | 3.882 | 1.000 | 21.818 |
| 2.982 | 3.701 | 2.612 | 2.546 | 1.000 | 2.375 | 3.882 | 2.596 | 21.694 |
| 2.982 | 2.376 | 2.612 | 2.546 | 2.646 | 3.773 | 2.448 | 2.596 | 21.980 |
| 2.982 | 3.701 | 2.612 | 2.546 | 2.646 | 3.773 | 2.448 | 2.596 | 23.304 |
| 2.982 | 2.376 | 2.612 | 1.000 | 2.646 | 3.773 | 3.882 | 1.000 | 20.273 |
| 4.621 | 3.701 | 4.176 | 2.546 | 2.646 | 1.000 | 2.448 | 1.000 | 22.137 |
| 2.982 | 3.701 | 2.612 | 1.000 | 2.646 | 2.375 | 2.448 | 1.000 | 18.764 |
| 4.621 | 3.701 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 2.596 | 23.545 |
| 2.982 | 2.376 | 1.000 | 1.000 | 2.646 | 2.375 | 3.882 | 2.596 | 18.858 |
| 2.982 | 2.376 | 2.612 | 2.546 | 1.000 | 2.375 | 3.882 | 1.000 | 18.774 |
| 2.982 | 3.701 | 2.612 | 2.546 | 1.000 | 2.375 | 2.448 | 2.596 | 20.260 |
| 2.982 | 3.701 | 4.176 | 1.000 | 1.000 | 2.375 | 2.448 | 2.596 | 20.278 |
| 2.982 | 5.183 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 1.000 | 21.792 |
| 4.621 | 2.376 | 2.612 | 1.000 | 2.646 | 2.375 | 2.448 | 2.596 | 20.675 |
| 4.621 | 2.376 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 1.000 | 20.624 |
| 2.982 | 1.000 | 4.176 | 2.546 | 2.646 | 2.375 | 1.000 | 2.596 | 19.321 |
| 2.982 | 2.376 | 4.176 | 1.000 | 2.646 | 3.773 | 1.000 | 1.000 | 18.954 |
| 4.621 | 2.376 | 2.612 | 2.546 | 1.000 | 3.773 | 1.000 | 2.596 | 20.525 |
| 2.982 | 3.701 | 1.000 | 2.546 | 2.646 | 1.000 | 3.882 | 1.000 | 18.757 |
| 2.982 | 2.376 | 2.612 | 2.546 | 2.646 | 2.375 | 1.000 | 2.596 | 19.134 |
| 4.621 | 2.376 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 1.000 | 20.624 |
| 2.982 | 2.376 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 2.596 | 20.581 |
| 2.982 | 2.376 | 1.000 | 1.000 | 2.646 | 2.375 | 3.882 | 2.596 | 18.858 |
| 2.982 | 3.701 | 2.612 | 1.000 | 2.646 | 3.773 | 2.448 | 2.596 | 21.758 |
| 2.982 | 3.701 | 2.612 | 2.546 | 2.646 | 2.375 | 2.448 | 1.000 | 20.309 |
| 4.621 | 3.701 | 4.176 | 1.000 | 2.646 | 2.375 | 2.448 | 1.000 | 21.967 |
| 2.982 | 2.376 | 2.612 | 1.000 | 2.646 | 3.773 | 2.448 | 1.000 | 18.838 |

**Lampiran 11. Data Interval Variabel Kepuasan Kerja**

|  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | |
|  | | y1 | y2 | y3 | y4 | y5 | y6 | total |
| y1 | Pearson Correlation | 1 | .081 | .116 | .357 | .040 | -.021 | .565\*\* |
| Sig. (2-tailed) |  | .671 | .541 | .053 | .834 | .912 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y2 | Pearson Correlation | .081 | 1 | -.083 | -.149 | .405\* | .043 | .437\* |
| Sig. (2-tailed) | .671 |  | .665 | .432 | .026 | .821 | .016 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y3 | Pearson Correlation | .116 | -.083 | 1 | -.052 | .197 | -.220 | .360 |
| Sig. (2-tailed) | .541 | .665 |  | .785 | .297 | .242 | .051 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y4 | Pearson Correlation | .357 | -.149 | -.052 | 1 | -.206 | .190 | .399\* |
| Sig. (2-tailed) | .053 | .432 | .785 |  | .274 | .314 | .029 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y5 | Pearson Correlation | .040 | .405\* | .197 | -.206 | 1 | .199 | .611\*\* |
| Sig. (2-tailed) | .834 | .026 | .297 | .274 |  | .292 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| y6 | Pearson Correlation | -.021 | .043 | -.220 | .190 | .199 | 1 | .416\* |
| Sig. (2-tailed) | .912 | .821 | .242 | .314 | .292 |  | .022 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .565\*\* | .437\* | .362 | .399\* | .611\*\* | .416\* | 1 |
| Sig. (2-tailed) | .001 | .016 | .051 | .029 | .000 | .022 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | |

**Lampiran 12. Data Output Reliabilitas Variabel Turnover Intention**

|  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | |
|  | | x1.1 | x1.2 | x1.3 | x1.4 | x1.5 | x1.6 | x1.7 | x1.8 | total |
| x1.1 | Pearson Correlation | 1 | -.104 | -.027 | .066 | .398\* | -.169 | .318 | .048 | .409\* |
| Sig. (2-tailed) |  | .584 | .888 | .730 | .029 | .371 | .087 | .802 | .025 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.2 | Pearson Correlation | -.104 | 1 | .215 | .506\*\* | .026 | .061 | .253 | .317 | .530\*\* |
| Sig. (2-tailed) | .584 |  | .253 | .004 | .893 | .748 | .178 | .088 | .003 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.3 | Pearson Correlation | -.027 | .215 | 1 | -.008 | -.081 | .293 | .329 | .238 | .413\* |
| Sig. (2-tailed) | .888 | .253 |  | .966 | .669 | .117 | .076 | .205 | .023 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.4 | Pearson Correlation | .066 | .506\*\* | -.008 | 1 | .320 | -.065 | .204 | .249 | .598\*\* |
| Sig. (2-tailed) | .730 | .004 | .966 |  | .085 | .733 | .280 | .184 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.5 | Pearson Correlation | .398\* | .026 | -.081 | .320 | 1 | .440\* | .111 | .145 | .630\*\* |
| Sig. (2-tailed) | .029 | .893 | .669 | .085 |  | .015 | .560 | .445 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.6 | Pearson Correlation | -.169 | .061 | .293 | -.065 | .440\* | 1 | -.031 | .061 | .383\* |
| Sig. (2-tailed) | .371 | .748 | .117 | .733 | .015 |  | .872 | .748 | .037 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.7 | Pearson Correlation | .318 | .253 | .329 | .204 | .111 | -.031 | 1 | .317 | .576\*\* |
| Sig. (2-tailed) | .087 | .178 | .076 | .280 | .560 | .872 |  | .088 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x1.8 | Pearson Correlation | .048 | .317 | .238 | .249 | .145 | .061 | .317 | 1 | .544\*\* |
| Sig. (2-tailed) | .802 | .088 | .205 | .184 | .445 | .748 | .088 |  | .002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .409\* | .530\*\* | .413\* | .598\*\* | .630\*\* | .383\* | .576\*\* | .544\*\* | 1 |
| Sig. (2-tailed) | .025 | .003 | .023 | .000 | .000 | .037 | .001 | .002 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | |

**Lampiran 13. Data Output Reliabilitas Variabel Kompensasi**

**Lampiran 14. Data Output Reliabilitas Variabel Motivasi**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | x2.1 | x2.2 | x2.3 | x2.4 | x2.5 | x2.6 | x2.7 | x2.8 | total |
| x2.1 | Pearson Correlation | 1 | .089 | -.056 | .098 | .047 | -.091 | .465\*\* | .244 | .443\* |
| Sig. (2-tailed) |  | .640 | .769 | .606 | .807 | .631 | .010 | .194 | .014 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.2 | Pearson Correlation | .089 | 1 | -.163 | .387\* | .039 | .114 | .455\* | .118 | .454\* |
| Sig. (2-tailed) | .640 |  | .391 | .034 | .839 | .548 | .011 | .534 | .012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.3 | Pearson Correlation | -.056 | -.163 | 1 | .162 | .502\*\* | .095 | -.286 | .367\* | .417\* |
| Sig. (2-tailed) | .769 | .391 |  | .393 | .005 | .616 | .126 | .046 | .022 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.4 | Pearson Correlation | .098 | .387\* | .162 | 1 | .043 | .140 | .261 | .244 | .567\*\* |
| Sig. (2-tailed) | .606 | .034 | .393 |  | .823 | .462 | .164 | .194 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.5 | Pearson Correlation | .047 | .039 | .502\*\* | .043 | 1 | .318 | .058 | .047 | .508\*\* |
| Sig. (2-tailed) | .807 | .839 | .005 | .823 |  | .086 | .762 | .805 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.6 | Pearson Correlation | -.091 | .114 | .095 | .140 | .318 | 1 | .283 | .162 | .488\*\* |
| Sig. (2-tailed) | .631 | .548 | .616 | .462 | .086 |  | .129 | .393 | .006 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.7 | Pearson Correlation | .465\*\* | .455\* | -.286 | .261 | .058 | .283 | 1 | .155 | .571\*\* |
| Sig. (2-tailed) | .010 | .011 | .126 | .164 | .762 | .129 |  | .413 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| x2.8 | Pearson Correlation | .244 | .118 | .367\* | .244 | .047 | .162 | .155 | 1 | .616\*\* |
| Sig. (2-tailed) | .194 | .534 | .046 | .194 | .805 | .393 | .413 |  | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .443\* | .454\* | .417\* | .567\*\* | .508\*\* | .488\*\* | .571\*\* | .616\*\* | 1 |
| Sig. (2-tailed) | .014 | .012 | .022 | .001 | .004 | .006 | .001 | .000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 | X3.7 | X3.8 | total |
| X3.1 | Pearson Correlation | 1 | .287 | .451\* | .176 | .456\* | .193 | .105 | .254 | .657\*\* |
| Sig. (2-tailed) |  | .125 | .012 | .353 | .011 | .306 | .583 | .176 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | .287 | 1 | .030 | -.091 | .050 | .255 | .116 | .200 | .404\* |
| Sig. (2-tailed) | .125 |  | .877 | .633 | .792 | .173 | .541 | .289 | .027 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | .451\* | .030 | 1 | .288 | .093 | .268 | .205 | .025 | .580\*\* |
| Sig. (2-tailed) | .012 | .877 |  | .122 | .627 | .153 | .276 | .894 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | .176 | -.091 | .288 | 1 | .107 | .488\*\* | .381\* | .128 | .560\*\* |
| Sig. (2-tailed) | .353 | .633 | .122 |  | .574 | .006 | .038 | .499 | .001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | .456\* | .050 | .093 | .107 | 1 | .153 | .303 | .199 | .510\*\* |
| Sig. (2-tailed) | .011 | .792 | .627 | .574 |  | .421 | .104 | .293 | .004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | .193 | .255 | .268 | .488\*\* | .153 | 1 | .420\* | .076 | .631\*\* |
| Sig. (2-tailed) | .306 | .173 | .153 | .006 | .421 |  | .021 | .691 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | .105 | .116 | .205 | .381\* | .303 | .420\* | 1 | .236 | .626\*\* |
| Sig. (2-tailed) | .583 | .541 | .276 | .038 | .104 | .021 |  | .209 | .000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | .254 | .200 | .025 | .128 | .199 | .076 | .236 | 1 | .464\*\* |
| Sig. (2-tailed) | .176 | .289 | .894 | .499 | .293 | .691 | .209 |  | .010 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| total | Pearson Correlation | .657\*\* | .404\* | .580\*\* | .560\*\* | .510\*\* | .631\*\* | .626\*\* | .464\*\* | 1 |
| Sig. (2-tailed) | .000 | .027 | .001 | .001 | .004 | .000 | .000 | .010 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| \*. Correlation is significant at the 0.05 level (2-tailed). | | | | | | | | | | | |
| \*\*. Correlation is significant at the 0.01 level (2-tailed). | | | | | | | | | | | |

**Lampiran 14. Data Output Reliabilitas Variabel Kepuasan Kerja**