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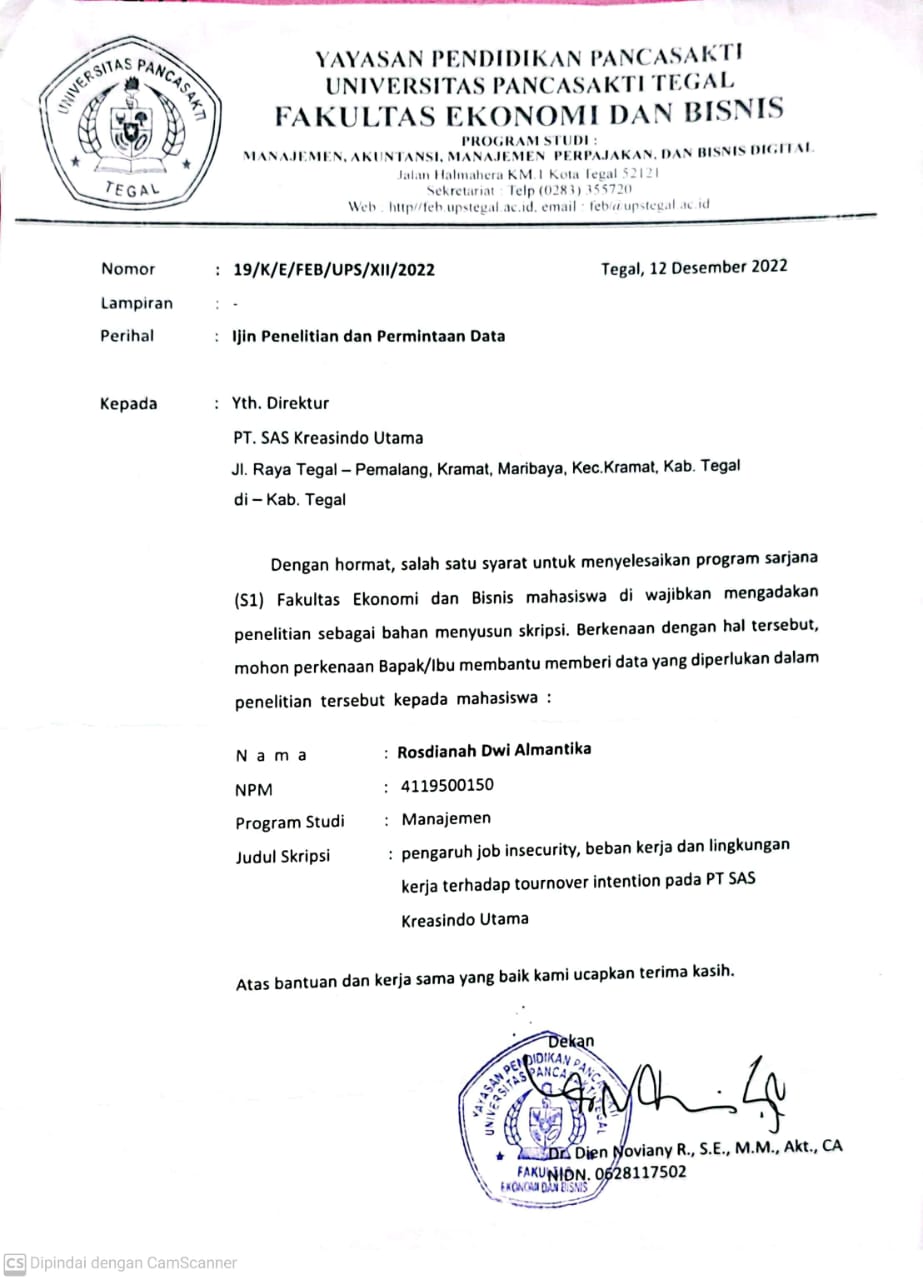
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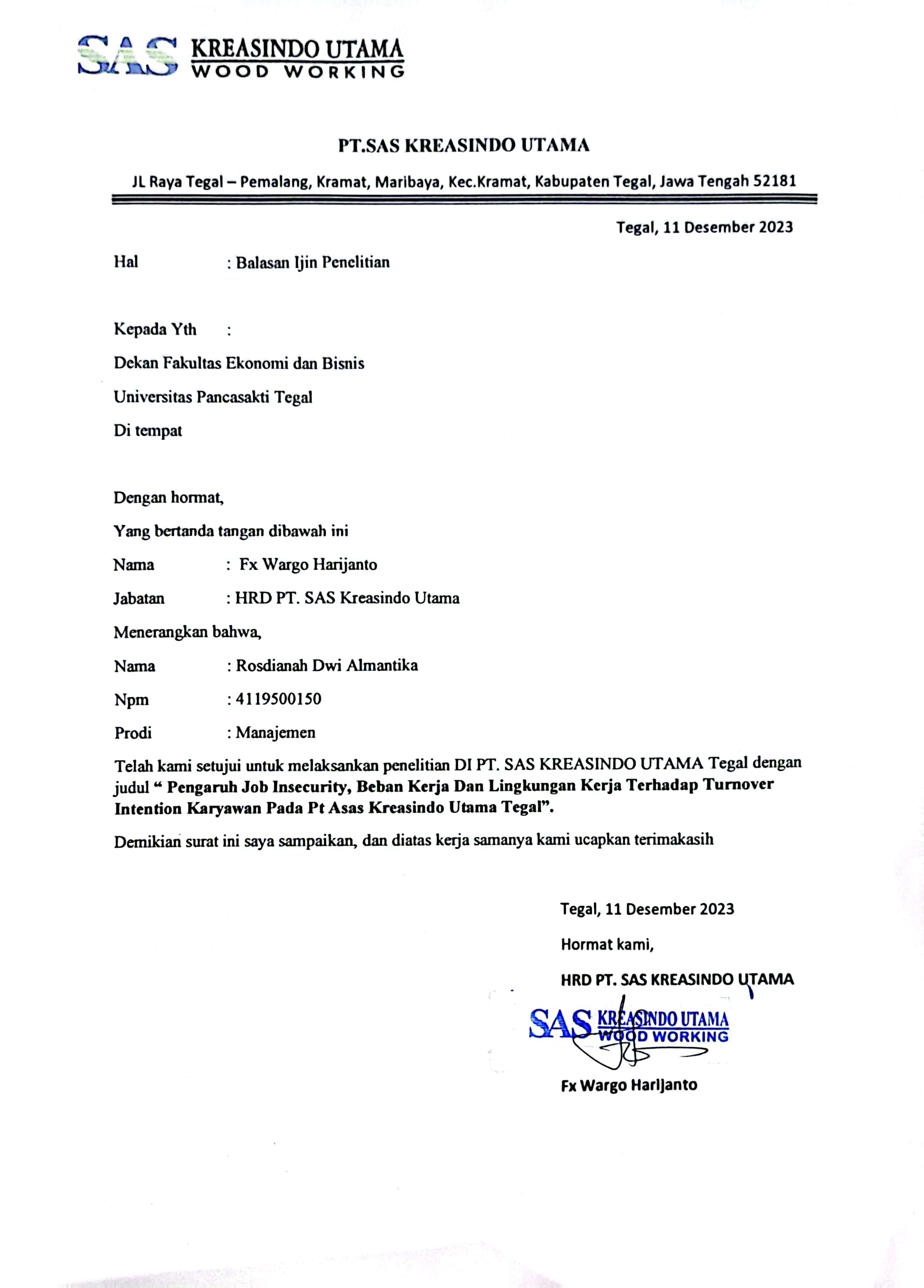
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**LAMPIRAN**

**Lampiran 1 Surat Ijin Perusahaan**

****

**LAMPIRAN 2 Surat Balasan Penelitian**

****

IDENTITAS RESPONDEN

Isilah dab berilah tanda sheklist ( √ ) pada isian berikut ini :

1. Usia : 21 – 30

31 – 40

41 – 50

>51

2. Jenis Kelamin : laki – laki

Perempuan

Pendidikan Terakhir SD

SMP

SMA/SMK

DIPLOMA

S1

PETUNJUK PENGISIAN KUESIONER

1. Pilihlah jawaban dengan memberikan tanda cheklist ( √ ) pada salah satu jawavan yang paling sesuai dengan penelian anda dilakukan berdasarkan skala sebagai berikut 1 s/d 5 yang memiliki makna sebagai berikut:

|  |  |  |
| --- | --- | --- |
| Simbol | Kategori | Nilai/ Bobot |
| SS | Sangat Setuju | 5 |
| S | Setuju | 4 |
| N | Netral | 3 |
| TS | Tidak Setuju | 2 |
| STS | Sangat Tidak Setuju | 1 |

1. Keterangan setiap pertanyaan hanya membutuhkan satu jawaban saja.
2. Dimohon memeberikan jawaban yang sejujurnya.
3. Setelah melakukan pengisian, dimohon bapak/ibu/saudara (i) untuk mengembalikan kepada yang menyerahkan kuesioner.

DAFTAR PERNYATAAN

1. Variabel Turnover Intention

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | SS | S | N | TS | STS |
|  | Berhenti |  |  |  |  |  |
| 1. | Saya memiliki niat untuk resign |  |  |  |  |  |
| 2. | Saya memiliki keinginan pindah dari pekerjaan |  |  |  |  |  |
| 3. | Saya Tidak puas dengan hasil kerja dari perusahaan ini |  |  |  |  |  |
| 4. | Saya Tidak menikmati pekerjaan yang dikerjakan |  |  |  |  |  |
| 5. | Saya Selalu absen/tidak hadir dalam waktu kerja |  |  |  |  |  |
| 6. | Saya selalu tidak mengikuti kegiatan dalam perusahaan ini |  |  |  |  |  |
| 7. | Saya Memiliki keinginan mencari pekerjaan yang bernuansa baru |  |  |  |  |  |
|  | Meninggalkan Pekerjaan |  |  |  |  |  |
| 8. | Saya tidak mampu bertahan lama di perusahaan ini. |  |  |  |  |  |
| 9. | Saya memiliki pilihan perusahaan sesuai keinginan |  |  |  |  |  |
| 10. | Saya memiliki beberapa referensi perusahaan lain |  |  |  |  |  |
| 11. | Saya secara cepat membuat keputusan untuk keluar dari pekerjaan |  |  |  |  |  |
|  | Pekerjaan Lain |  |  |  |  |  |
| 12. | Saya memiliki keniatan yang kukuh untuk mengakhiri pekerjaan di perusahaan ini |  |  |  |  |  |
| 13. | Saya matang dalam memilih pekerjaan baru |  |  |  |  |  |
| 14. | Saya Tidak ragu dalam mempertimbangkan keputusan yang sudah ditetapkan |  |  |  |  |  |
| 15. | Saya secara cepat mengambil keputusan untuk keluar dari pekerjaan |  |  |  |  |  |

1. Variabel Job Insecurity

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | ST | S | N | TS | STS |
|  | Aspek Pekerjaan Bagi Individu |  |  |  |  |  |
| 1. | Saya tidak mampu melakukan pekerjaan yang sudah ditetapkan |  |  |  |  |  |
| 2. | Saya tidak bangga dengan jabatan pada saat ini |  |  |  |  |  |
| 3. | Saya tidak dapat menyesuaikan diri di lingkungan perusahaan |  |  |  |  |  |
| 4. | Saya tidak mendapatkan promosi jabatan |  |  |  |  |  |
| 5. | Saya mendapatkan perolehan gaji yang standar |  |  |  |  |  |
| 6. | Saya Tidak memperoleh kenaikan gaji |  |  |  |  |  |
|  | Aspek Kehilangan Pekerjaan |  |  |  |  |  |
| 7. | Saya mendapatkan upah sesuai dengan kualitas kerja |  |  |  |  |  |
| 8. | Saya mendapatkan perolehan bonus |  |  |  |  |  |
| 9. | Saya dipindahkan secara tidak baik dalam pembagian kerja |  |  |  |  |  |
| 10. | Saya pernah mengalami perpindahan bagian tanpa sepengetahuan yang berwenang |  |  |  |  |  |
|  | Ketidakberdayaan |  |  |  |  |  |
| 11. | Saya pernah melakukan kesalahan dalam bekerja |  |  |  |  |  |
| 12. | Saya selalu tidak maksimal dalam melakukan pekerjaan |  |  |  |  |  |
| 13. | Saya membuat kesalahan fatal |  |  |  |  |  |
| 14. | Saya Pernah mendapatkan peringatan atau ancaman untuk keluar dari pekerjaan |  |  |  |  |  |

1. Variabel Beban Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | Pernyataan | S | ST | N | TS | STS |
|  | Kondisi Pekerjaan |  |  |  |  |  |
| 1. | Saya mengetahui dengan jelas risiko yang akan dihadapi dalam pekerjaan |  |  |  |  |  |
| 2. | Saya Memahami pekerjaan dengan baik |  |  |  |  |  |
| 3. | Saya selalu melakukan pekerjaan dengan maksimal |  |  |  |  |  |
|  | Penggunaan Waktu Kerja |  |  |  |  |  |
| 4. | Saya memanfaatkan waktu kerja dengan baik |  |  |  |  |  |
| 5. | Saya menerapkan standar operasional prosedur |  |  |  |  |  |
| 6. | Saya konsisten dalam menerapkan standar operasional prosedur |  |  |  |  |  |
| 7. | Saya dapat menggunakan sisa waktu kerja saya dengan baik |  |  |  |  |  |
|  | Target Yang Harus Dicapai |  |  |  |  |  |
| 8. | Saya diberikan target waktu penyelesaian kerja sesuai kemampuan |  |  |  |  |  |
| 9. | Saya mendapatkan adanya persetujuan kesepakatan kerja antar atasan dengan karyawan mengenai penyelesaian kerja |  |  |  |  |  |
|  | Lingkungan Kerja |  |  |  |  |  |
| 10. | Saya memiliki hubungan baik sesama pekerjaan maupun atasan |  |  |  |  |  |

1. Variabel Lingkungan Kerja

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| No. | pernyataan | ST | S | N | TS | STS |
|  | Penerangan dan Cahaya |  |  |  |  |  |
| 1. | Saya mendapatkan penerangan yang cukup disetiap ruangan |  |  |  |  |  |
| 2. | Saya mendapatkan lebar dan luas ruangan sesuai dengan kebutuhan |  |  |  |  |  |
|  | Sirkulasi Udara |  |  |  |  |  |
| 3. | Saya mendapatkan persediaan ventilasi yang cukup |  |  |  |  |  |
| 4. | Saya memiliki tempat kerja yang bersih dan terawat |  |  |  |  |  |
| 5. | Tersedianya jadwal piket ruangan kerja masing-masing |  |  |  |  |  |
|  | Terpisahnya Kebisingan |  |  |  |  |  |
| 6. | Tersedianya ruangan yang terpisah dengan memiliki kadar kebisingan yang tinggi dengan ruangan yang tenang |  |  |  |  |  |
|  | Bau Tidak Sedap |  |  |  |  |  |
| 7. | Tersedianya pembuangan limbah dengan baik |  |  |  |  |  |
| 8. | Saya melakukan daur ulang limbah |  |  |  |  |  |
|  | Keamanaan |  |  |  |  |  |
| 9. | Saya mendapatkan keanggotaan keamanan yang memadai |  |  |  |  |  |
| 10. | Saya menerapkan keamanan dengan ketat |  |  |  |  |  |

**Lampiran 3 Tabulasi Data Penelitian Turnover Intention**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** |  |  |  |  |  |  | **TURNOVER INTENTION ( Y )** | | | | | |  |  |  | **TOTAL** |
| **Y1** | **Y2** | **Y3** | **Y4** | **Y5** | **Y6** | **Y7** | **Y8** | **Y9** | **Y10** | **Y11** | **Y12** | **Y13** | **Y14** | **Y15** |
|
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 2 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 68 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 67 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 72 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 64 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 65 |
| 9 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 72 |
| 11 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 68 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 74 |
| 13 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 71 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 15 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 61 |
| 16 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 71 |
| 17 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 71 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 19 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 20 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 22 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 24 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 64 |
| 25 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 26 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 66 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 74 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 30 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 61 |
| 32 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 69 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 60 |
| 35 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 66 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 73 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 64 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 65 |
| 39 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 73 |
| 41 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 61 |
| 42 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 71 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 74 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 61 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 74 |
| 47 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 61 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 52 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 62 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 54 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 69 |
| 55 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 56 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 68 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 74 |
| 58 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 72 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 75 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 71 |
| 62 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 63 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 71 |
| 64 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 72 |
| 65 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 71 |
| 66 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 67 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 68 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 71 |
| 69 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 71 |
| 70 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 72 |
| 71 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 72 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 73 |
| 73 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 73 |
| 74 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 70 |
| 75 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 76 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 70 |
| 77 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 69 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 72 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 70 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 61 |
| 82 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 71 |
| 83 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 72 |
| 84 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 85 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 74 |
| 86 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 70 |
| 87 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 70 |
| 88 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 70 |
| 89 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 64 |
| 90 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 73 |
| 91 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 72 |
| 92 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 5 | 4 | 5 | 4 | 4 | 63 |
| 93 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 94 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 73 |
| 95 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 72 |
| 96 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 71 |
| 97 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 72 |
| 98 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 70 |
| 99 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 72 |
| 100 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 68 |

**Lampiran 4 Tabulasi Variabel Job Insecurity**

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **JOB INSECURITY ( X1)** | | | | | | | | | | | | | | **Total** |
| **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** | **X1.** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** | **11** | **12** | **13** | **14** |
| 1 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 2 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 59 |
| 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 64 |
| 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 5 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 62 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 68 |
| 7 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 59 |
| 8 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 60 |
| 9 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 68 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 12 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 66 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 15 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 16 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 17 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 64 |
| 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 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 21 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 22 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 57 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 24 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 64 |
| 25 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 26 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 64 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 28 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 29 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 32 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 64 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 35 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 63 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 67 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 60 |
| 38 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 61 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 67 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 63 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 69 |
| 43 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 66 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 46 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 47 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 49 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 66 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 54 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 60 |
| 55 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 56 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 62 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 69 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 61 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 64 |
| 62 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 59 |
| 63 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 64 |
| 64 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 64 |
| 65 | 5 | 4 | 5 | 5 | 3 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 63 |
| 66 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 67 |
| 67 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 66 |
| 68 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 62 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 70 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 67 |

|  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 60 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 69 |
| 73 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 66 |
| 74 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 75 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 64 |
| 76 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 66 |
| 77 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 68 |
| 78 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 79 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 62 |
| 80 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 63 |
| 81 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 82 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 4 | 63 |
| 83 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 69 |
| 84 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 64 |
| 85 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 86 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 4 | 4 | 4 | 4 | 63 |
| 87 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 61 |
| 88 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 64 |
| 89 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 68 |
| 90 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 56 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 69 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 59 |
| 93 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 61 |
| 94 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 67 |
| 95 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 70 |
| 96 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 64 |
| 97 | 5 | 5 | 5 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 4 | 5 | 5 | 65 |
| 98 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 66 |
| 99 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 68 |
| 100 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 59 |

**Lampiran 5 Tabulasi Variabel Beban Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **BEBAN KERJA ( X2 )** | | | | | | | | | | **TOTAL** |
| **X2.** | **X2.** | **X2.** | **X2.** | **X2.** | **X2.** | **X2.** | **X2.** | **X2.** | **X2.** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 2 | 4 | 4 | 4 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 44 |
| 3 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 6 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 48 |
| 7 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 8 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 48 |
| 9 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 13 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 14 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 15 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 16 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 46 |
| 17 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 18 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 20 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 21 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 22 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 23 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 24 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 25 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 26 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 27 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 28 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 32 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 45 |
| 33 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 36 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 37 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 38 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 39 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 40 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 41 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 42 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 43 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 45 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 46 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 47 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 50 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 51 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 52 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 53 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 54 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 55 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 56 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 57 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 58 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 59 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 60 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 61 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 64 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 65 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 66 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 67 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 68 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 69 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 70 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 71 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 72 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 73 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 74 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 75 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 5 | 43 |
| 76 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 49 |
| 77 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 5 | 42 |
| 78 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 80 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 81 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 82 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 83 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 42 |
| 84 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 44 |
| 85 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 86 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 46 |
| 87 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 46 |
| 88 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 89 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 45 |
| 90 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 91 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 48 |
| 92 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 93 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 94 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 95 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 96 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 41 |
| 97 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 98 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 99 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 100 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |

**Lampiran 6 Tabulasi Lingkungan Kerja**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Responden** | **LINGKUNGAN KERJA ( X3 )** | | | | | | | | | | **TOTAL** |
| **X3.** | **X3.** | **X3.** | **X3.** | **X3.** | **X3.** | **X3.** | **X3.** | **X3.** | **X3.** |
| **1** | **2** | **3** | **4** | **5** | **6** | **7** | **8** | **9** | **10** |
| 1 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 2 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 3 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 44 |
| 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 6 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 47 |
| 7 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 43 |
| 8 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 49 |
| 9 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 47 |
| 10 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 11 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 12 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 13 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 14 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 15 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 16 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 17 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 18 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 19 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 20 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 44 |
| 21 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 22 | 5 | 4 | 4 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 46 |
| 23 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 24 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 49 |
| 25 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 26 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 27 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 28 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 29 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 30 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 31 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 44 |
| 32 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 33 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 34 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 35 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 36 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 37 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 38 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 47 |
| 39 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 40 | 4 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 4 | 45 |
| 41 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 42 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 43 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 44 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 45 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 47 |
| 46 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 46 |
| 47 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 48 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 49 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 50 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 51 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 52 | 4 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 46 |
| 53 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 54 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |
| 55 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 49 |
| 56 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 47 |
| 57 | 4 | 3 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 47 |
| 58 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 59 | 4 | 4 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 5 | 42 |
| 60 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 61 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 47 |
| 62 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 49 |
| 63 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 48 |
| 64 | 5 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 65 | 5 | 4 | 5 | 5 | 5 | 4 | 4 | 4 | 5 | 5 | 46 |
| 66 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 47 |
| 67 | 4 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 68 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 4 | 5 | 5 | 47 |
| 69 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 49 |
| 70 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 48 |

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| 71 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 72 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 47 |
| 73 | 4 | 4 | 4 | 4 | 5 | 4 | 4 | 4 | 4 | 4 | 41 |
| 74 | 4 | 5 | 4 | 4 | 4 | 5 | 5 | 5 | 4 | 4 | 44 |
| 75 | 5 | 5 | 5 | 5 | 4 | 4 | 5 | 5 | 5 | 5 | 48 |
| 76 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 77 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 5 | 4 | 47 |
| 78 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 48 |
| 79 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 80 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 48 |
| 81 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 82 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 49 |
| 83 | 4 | 5 | 5 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 47 |
| 84 | 4 | 5 | 4 | 5 | 5 | 4 | 5 | 5 | 5 | 4 | 46 |
| 85 | 5 | 5 | 5 | 5 | 5 | 3 | 4 | 4 | 5 | 5 | 46 |
| 86 | 5 | 5 | 5 | 4 | 5 | 4 | 5 | 5 | 5 | 5 | 48 |
| 87 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 88 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 89 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 48 |
| 90 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 91 | 5 | 4 | 5 | 5 | 5 | 5 | 5 | 5 | 4 | 4 | 47 |
| 92 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 93 | 5 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 41 |
| 94 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 46 |
| 95 | 5 | 5 | 5 | 5 | 4 | 4 | 4 | 4 | 5 | 5 | 46 |
| 96 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 97 | 4 | 4 | 4 | 4 | 4 | 5 | 5 | 5 | 5 | 5 | 45 |
| 98 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |
| 99 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 5 | 50 |
| 100 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 4 | 40 |

**Lampiran 7 Validitas Turnover Intention**

|  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | |
|  | | Y.1 | Y.2 | Y.3 | Y.4 | Y.5 | Y.6 | Y.7 | Y.8 | Y.9 | Y.10 |
| Y.1 | Pearson Correlation | 1 | ,818\*\* | ,800\*\* | ,800\*\* | ,740\*\* | ,451\* | ,729\*\* | ,729\*\* | ,593\*\* | ,451\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,000 | ,000 | ,012 | ,000 | ,000 | ,001 | ,012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | ,818\*\* | 1 | ,875\*\* | ,875\*\* | ,802\*\* | ,434\* | ,683\*\* | ,683\*\* | ,683\*\* | ,573\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,016 | ,000 | ,000 | ,000 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,800\*\* | ,875\*\* | 1 | 1,000\*\* | ,935\*\* | ,536\*\* | ,800\*\* | ,800\*\* | ,665\*\* | ,536\*\* |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 | ,002 | ,000 | ,000 | ,000 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,800\*\* | ,875\*\* | 1,000\*\* | 1 | ,935\*\* | ,536\*\* | ,800\*\* | ,800\*\* | ,665\*\* | ,536\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 |  | ,000 | ,002 | ,000 | ,000 | ,000 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,740\*\* | ,802\*\* | ,935\*\* | ,935\*\* | 1 | ,623\*\* | ,874\*\* | ,874\*\* | ,605\*\* | ,484\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,007 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,451\* | ,434\* | ,536\*\* | ,536\*\* | ,623\*\* | 1 | ,731\*\* | ,731\*\* | ,591\*\* | ,713\*\* |
| Sig. (2-tailed) | ,012 | ,016 | ,002 | ,002 | ,000 |  | ,000 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | ,729\*\* | ,683\*\* | ,800\*\* | ,800\*\* | ,874\*\* | ,731\*\* | 1 | 1,000\*\* | ,729\*\* | ,591\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | ,729\*\* | ,683\*\* | ,800\*\* | ,800\*\* | ,874\*\* | ,731\*\* | 1,000\*\* | 1 | ,729\*\* | ,591\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | ,593\*\* | ,683\*\* | ,665\*\* | ,665\*\* | ,605\*\* | ,591\*\* | ,729\*\* | ,729\*\* | 1 | ,870\*\* |
| Sig. (2-tailed) | ,001 | ,000 | ,000 | ,000 | ,000 | ,001 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | ,451\* | ,573\*\* | ,536\*\* | ,536\*\* | ,484\*\* | ,713\*\* | ,591\*\* | ,591\*\* | ,870\*\* | 1 |
| Sig. (2-tailed) | ,012 | ,001 | ,002 | ,002 | ,007 | ,000 | ,001 | ,001 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | ,522\*\* | ,627\*\* | ,464\*\* | ,464\*\* | ,408\* | ,508\*\* | ,522\*\* | ,522\*\* | ,796\*\* | ,791\*\* |
| Sig. (2-tailed) | ,003 | ,000 | ,010 | ,010 | ,025 | ,004 | ,003 | ,003 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | ,523\*\* | ,520\*\* | ,472\*\* | ,472\*\* | ,424\* | ,489\*\* | ,523\*\* | ,523\*\* | ,523\*\* | ,636\*\* |
| Sig. (2-tailed) | ,003 | ,003 | ,008 | ,008 | ,019 | ,006 | ,003 | ,003 | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson Correlation | ,384\* | ,355 | ,327 | ,327 | ,272 | ,367\* | ,384\* | ,384\* | ,384\* | ,508\*\* |
| Sig. (2-tailed) | ,036 | ,055 | ,077 | ,077 | ,146 | ,046 | ,036 | ,036 | ,036 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | Pearson Correlation | ,321 | ,279 | ,261 | ,261 | ,202 | ,312 | ,321 | ,321 | ,321 | ,451\* |
| Sig. (2-tailed) | ,083 | ,136 | ,164 | ,164 | ,285 | ,094 | ,083 | ,083 | ,083 | ,012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | Pearson Correlation | ,321 | ,279 | ,261 | ,261 | ,202 | ,312 | ,321 | ,321 | ,321 | ,451\* |
| Sig. (2-tailed) | ,083 | ,136 | ,164 | ,164 | ,285 | ,094 | ,083 | ,083 | ,083 | ,012 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | ,792\*\* | ,818\*\* | ,839\*\* | ,839\*\* | ,809\*\* | ,716\*\* | ,862\*\* | ,862\*\* | ,815\*\* | ,788\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | Y.11 | Y.12 | Y.13 | Y.14 | Y.15 | TOTAL\_Y |
| Y.1 | Pearson Correlation | ,522 | ,523\*\* | ,384\*\* | ,321\*\* | ,321\*\* | ,792\* |
| Sig. (2-tailed) | ,003 | ,003 | ,036 | ,083 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.2 | Pearson Correlation | ,627\*\* | ,520 | ,355\*\* | ,279\*\* | ,279\*\* | ,818\* |
| Sig. (2-tailed) | ,000 | ,003 | ,055 | ,136 | ,136 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.3 | Pearson Correlation | ,464\*\* | ,472\*\* | ,327 | ,261\*\* | ,261\*\* | ,839\*\* |
| Sig. (2-tailed) | ,010 | ,008 | ,077 | ,164 | ,164 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.4 | Pearson Correlation | ,464\*\* | ,472\*\* | ,327\*\* | ,261 | ,261\*\* | ,839\*\* |
| Sig. (2-tailed) | ,010 | ,008 | ,077 | ,164 | ,164 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.5 | Pearson Correlation | ,408\*\* | ,424\*\* | ,272\*\* | ,202\*\* | ,202 | ,809\*\* |
| Sig. (2-tailed) | ,025 | ,019 | ,146 | ,285 | ,285 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.6 | Pearson Correlation | ,508\* | ,489\* | ,367\*\* | ,312\*\* | ,312\*\* | ,716 |
| Sig. (2-tailed) | ,004 | ,006 | ,046 | ,094 | ,094 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.7 | Pearson Correlation | ,522\*\* | ,523\*\* | ,384\*\* | ,321\*\* | ,321\*\* | ,862\*\* |
| Sig. (2-tailed) | ,003 | ,003 | ,036 | ,083 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.8 | Pearson Correlation | ,522\*\* | ,523\*\* | ,384\*\* | ,321\*\* | ,321\*\* | ,862\*\* |
| Sig. (2-tailed) | ,003 | ,003 | ,036 | ,083 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.9 | Pearson Correlation | ,796\*\* | ,523\*\* | ,384\*\* | ,321\*\* | ,321\*\* | ,815\*\* |
| Sig. (2-tailed) | ,000 | ,003 | ,036 | ,083 | ,083 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.10 | Pearson Correlation | ,791\* | ,636\*\* | ,508\*\* | ,451\*\* | ,451\*\* | ,788\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,004 | ,012 | ,012 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.11 | Pearson Correlation | 1\*\* | ,722\*\* | ,583\*\* | ,522\*\* | ,522\* | ,770\*\* |
| Sig. (2-tailed) |  | ,000 | ,001 | ,003 | ,003 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.12 | Pearson Correlation | ,722\*\* | 1\*\* | ,866\*\* | ,809\*\* | ,809\* | ,799\*\* |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.13 | Pearson Correlation | ,583\* | ,866 | 1 | ,934 | ,934 | ,687\* |
| Sig. (2-tailed) | ,001 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.14 | Pearson Correlation | ,522 | ,809 | ,934 | 1 | ,864 | ,615 |
| Sig. (2-tailed) | ,003 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| Y.15 | Pearson Correlation | ,522 | ,809 | ,934 | ,864 | 1 | ,615 |
| Sig. (2-tailed) | ,003 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_Y | Pearson Correlation | ,770\*\* | ,799\*\* | ,687\*\* | ,615\*\* | ,615\*\* | 1\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 |  |
| N | 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).

**Uji Validitas 8 Job Insecurity**

|  |  |  |  |  |  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | | | | | | |
|  | | X1.1 | X1.2 | X1.3 | X1.4 | X1.5 | X1.6 | X1.7 | X1.8 | X1.9 | X1.10 |
| X1.1 | Pearson Correlation | 1 | ,861\*\* | ,649\*\* | ,583\*\* | ,583\*\* | ,649\*\* | ,796\*\* | ,796\*\* | ,861\*\* | ,722\*\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.2 | Pearson Correlation | ,861\*\* | 1 | ,508\*\* | ,444\* | ,444\* | ,508\*\* | ,796\*\* | ,796\*\* | ,722\*\* | ,577\*\* |
| Sig. (2-tailed) | ,000 |  | ,004 | ,014 | ,014 | ,004 | ,000 | ,000 | ,000 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.3 | Pearson Correlation | ,649\*\* | ,508\*\* | 1 | ,932\*\* | ,932\*\* | ,713\*\* | ,731\*\* | ,731\*\* | ,649\*\* | ,636\*\* |
| Sig. (2-tailed) | ,000 | ,004 |  | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.4 | Pearson Correlation | ,583\*\* | ,444\* | ,932\*\* | 1 | 1,000\*\* | ,649\*\* | ,659\*\* | ,659\*\* | ,583\*\* | ,577\*\* |
| Sig. (2-tailed) | ,001 | ,014 | ,000 |  | ,000 | ,000 | ,000 | ,000 | ,001 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.5 | Pearson Correlation | ,583\*\* | ,444\* | ,932\*\* | 1,000\*\* | 1 | ,649\*\* | ,659\*\* | ,659\*\* | ,583\*\* | ,577\*\* |
| Sig. (2-tailed) | ,001 | ,014 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,001 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.6 | Pearson Correlation | ,649\*\* | ,508\*\* | ,713\*\* | ,649\*\* | ,649\*\* | 1 | ,731\*\* | ,731\*\* | ,649\*\* | ,783\*\* |
| Sig. (2-tailed) | ,000 | ,004 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.7 | Pearson Correlation | ,796\*\* | ,796\*\* | ,731\*\* | ,659\*\* | ,659\*\* | ,731\*\* | 1 | 1,000\*\* | ,796\*\* | ,666\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.8 | Pearson Correlation | ,796\*\* | ,796\*\* | ,731\*\* | ,659\*\* | ,659\*\* | ,731\*\* | 1,000\*\* | 1 | ,796\*\* | ,666\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.9 | Pearson Correlation | ,861\*\* | ,722\*\* | ,649\*\* | ,583\*\* | ,583\*\* | ,649\*\* | ,796\*\* | ,796\*\* | 1 | ,866\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,001 | ,001 | ,000 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.10 | Pearson Correlation | ,722\*\* | ,577\*\* | ,636\*\* | ,577\*\* | ,577\*\* | ,783\*\* | ,666\*\* | ,666\*\* | ,866\*\* | 1 |
| Sig. (2-tailed) | ,000 | ,001 | ,000 | ,001 | ,001 | ,000 | ,000 | ,000 | ,000 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.11 | Pearson Correlation | ,722\*\* | ,577\*\* | ,489\*\* | ,433\* | ,433\* | ,636\*\* | ,666\*\* | ,666\*\* | ,866\*\* | ,850\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,006 | ,017 | ,017 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.12 | Pearson Correlation | ,505\*\* | ,505\*\* | ,408\* | ,356 | ,356 | ,558\*\* | ,602\*\* | ,602\*\* | ,653\*\* | ,772\*\* |
| Sig. (2-tailed) | ,004 | ,004 | ,025 | ,053 | ,053 | ,001 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.13 | Pearson Correlation | ,367\* | ,367\* | ,282 | ,226 | ,226 | ,426\* | ,451\* | ,451\* | ,508\*\* | ,636\*\* |
| Sig. (2-tailed) | ,046 | ,046 | ,131 | ,230 | ,230 | ,019 | ,012 | ,012 | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| X1.14 | Pearson Correlation | ,306 | ,306 | ,367\* | ,306 | ,306 | ,367\* | ,384\* | ,384\* | ,444\* | ,577\*\* |
| Sig. (2-tailed) | ,101 | ,101 | ,046 | ,101 | ,101 | ,046 | ,036 | ,036 | ,014 | ,001 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | Pearson Correlation | ,842\*\* | ,754\*\* | ,809\*\* | ,754\*\* | ,754\*\* | ,809\*\* | ,891\*\* | ,891\*\* | ,893\*\* | ,884\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | | | | | | |
|  | | | X1.11 | X1.12 | X1.13 | X1.14 | TOTAL\_X1 |
| X1.1 | | Pearson Correlation | ,722 | ,505\*\* | ,367\*\* | ,306\*\* | ,842\*\* |
| Sig. (2-tailed) | ,000 | ,004 | ,046 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.2 | | Pearson Correlation | ,577\*\* | ,505 | ,367\*\* | ,306\* | ,754\* |
| Sig. (2-tailed) | ,001 | ,004 | ,046 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.3 | | Pearson Correlation | ,489\*\* | ,408\*\* | ,282 | ,367\*\* | ,809\*\* |
| Sig. (2-tailed) | ,006 | ,025 | ,131 | ,046 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.4 | | Pearson Correlation | ,433\*\* | ,356\* | ,226\*\* | ,306 | ,754\*\* |
| Sig. (2-tailed) | ,017 | ,053 | ,230 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.5 | | Pearson Correlation | ,433\*\* | ,356\* | ,226\*\* | ,306\*\* | ,754 |
| Sig. (2-tailed) | ,017 | ,053 | ,230 | ,101 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.6 | | Pearson Correlation | ,636\*\* | ,558\*\* | ,426\*\* | ,367\*\* | ,809\*\* |
| Sig. (2-tailed) | ,000 | ,001 | ,019 | ,046 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.7 | | Pearson Correlation | ,666\*\* | ,602\*\* | ,451\*\* | ,384\*\* | ,891\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,012 | ,036 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.8 | | Pearson Correlation | ,666\*\* | ,602\*\* | ,451\*\* | ,384\*\* | ,891\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,012 | ,036 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.9 | | Pearson Correlation | ,866\*\* | ,653\*\* | ,508\*\* | ,444\*\* | ,893\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,004 | ,014 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.10 | | Pearson Correlation | ,850\*\* | ,772\*\* | ,636\*\* | ,577\*\* | ,884\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.11 | | Pearson Correlation | 1\*\* | ,772\*\* | ,636\*\* | ,577\* | ,832\* |
| Sig. (2-tailed) |  | ,000 | ,000 | ,001 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.12 | | Pearson Correlation | ,772\*\* | 1\*\* | ,860\* | ,802 | ,780 |
| Sig. (2-tailed) | ,000 |  | ,000 | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.13 | | Pearson Correlation | ,636\* | ,860\* | 1 | ,932 | ,656 |
| Sig. (2-tailed) | ,000 | ,000 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X1.14 | | Pearson Correlation | ,577 | ,802 | ,932\* | 1 | ,629 |
| Sig. (2-tailed) | ,001 | ,000 | ,000 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X1 | | Pearson Correlation | ,832\*\* | ,780\*\* | ,656\*\* | ,629\*\* | 1\*\* |
| Sig. (2-tailed) | ,000 | ,000 | ,000 | ,000 |  |
| N | 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 9 Validitas Beban Kerja**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Correlations** | | | | | | | |
|  | | X2.1 | X2.2 | X2.3 | X2.4 | X2.5 | X2.6 |
| X2.1 | Pearson Correlation | 1 | ,393\* | ,432\* | ,033 | ,033 | ,106 |
| Sig. (2-tailed) |  | ,032 | ,017 | ,861 | ,861 | ,577 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,393\* | 1 | ,319 | ,184 | ,184 | ,157 |
| Sig. (2-tailed) | ,032 |  | ,086 | ,331 | ,331 | ,408 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,432\* | ,319 | 1 | ,118 | ,315 | ,207 |
| Sig. (2-tailed) | ,017 | ,086 |  | ,534 | ,090 | ,273 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | ,033 | ,184 | ,118 | 1 | ,375\* | ,122 |
| Sig. (2-tailed) | ,861 | ,331 | ,534 |  | ,041 | ,521 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | ,033 | ,184 | ,315 | ,375\* | 1 | -,030 |
| Sig. (2-tailed) | ,861 | ,331 | ,090 | ,041 |  | ,873 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,106 | ,157 | ,207 | ,122 | -,030 | 1 |
| Sig. (2-tailed) | ,577 | ,408 | ,273 | ,521 | ,873 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | ,191 | ,111 | ,202 | -,113 | -,113 | ,285 |
| Sig. (2-tailed) | ,311 | ,560 | ,284 | ,552 | ,552 | ,127 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | -,029 | ,241 | ,327 | ,218 | ,036 | ,359 |
| Sig. (2-tailed) | ,878 | ,200 | ,078 | ,247 | ,849 | ,051 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | ,223 | ,288 | ,247 | ,539\*\* | ,539\*\* | ,096 |
| Sig. (2-tailed) | ,237 | ,122 | ,188 | ,002 | ,002 | ,615 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,286 | ,196 | ,169 | ,200 | ,200 | ,065 |
| Sig. (2-tailed) | ,126 | ,298 | ,373 | ,288 | ,288 | ,732 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | ,525\*\* | ,597\*\* | ,648\*\* | ,474\*\* | ,436\* | ,512\*\* |
| Sig. (2-tailed) | ,003 | ,000 | ,000 | ,008 | ,016 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | X2.7 | X2.8 | X2.9 | X2.10 | TOTAL\_X2 |
| X2.1 | Pearson Correlation | ,191 | -,029\* | ,223\* | ,286 | ,525 |
| Sig. (2-tailed) | ,311 | ,878 | ,237 | ,126 | ,003 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.2 | Pearson Correlation | ,111\* | ,241 | ,288 | ,196 | ,597 |
| Sig. (2-tailed) | ,560 | ,200 | ,122 | ,298 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.3 | Pearson Correlation | ,202\* | ,327 | ,247 | ,169 | ,648 |
| Sig. (2-tailed) | ,284 | ,078 | ,188 | ,373 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.4 | Pearson Correlation | -,113 | ,218 | ,539 | ,200 | ,474\* |
| Sig. (2-tailed) | ,552 | ,247 | ,002 | ,288 | ,008 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.5 | Pearson Correlation | -,113 | ,036 | ,539 | ,200\* | ,436 |
| Sig. (2-tailed) | ,552 | ,849 | ,002 | ,288 | ,016 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.6 | Pearson Correlation | ,285 | ,359 | ,096 | ,065 | ,512 |
| Sig. (2-tailed) | ,127 | ,051 | ,615 | ,732 | ,004 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.7 | Pearson Correlation | 1 | ,263 | -,015 | ,141 | ,402 |
| Sig. (2-tailed) |  | ,160 | ,938 | ,457 | ,028 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.8 | Pearson Correlation | ,263 | 1 | ,171 | ,117 | ,539 |
| Sig. (2-tailed) | ,160 |  | ,366 | ,539 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.9 | Pearson Correlation | -,015 | ,171 | 1 | ,681\*\* | ,637\*\* |
| Sig. (2-tailed) | ,938 | ,366 |  | ,000 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X2.10 | Pearson Correlation | ,141 | ,117 | ,681 | 1 | ,495 |
| Sig. (2-tailed) | ,457 | ,539 | ,000 |  | ,005 |
| N | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X2 | Pearson Correlation | ,402\*\* | ,539\*\* | ,637\*\* | ,495\*\* | 1\* |
| Sig. (2-tailed) | ,028 | ,002 | ,000 | ,005 |  |
| N | 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 10 Uji Validitas Lingkungan Kerja**

**correlations**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
|  | | X3.1 | X3.2 | X3.3 | X3.4 | X3.5 | X3.6 |
| X3.1 | Pearson Correlation | 1 | ,247 | ,354 | ,306 | ,127 | ,032 |
| Sig. (2-tailed) |  | ,188 | ,055 | ,101 | ,505 | ,866 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,247 | 1 | ,154 | ,110 | ,209 | ,154 |
| Sig. (2-tailed) | ,188 |  | ,417 | ,563 | ,269 | ,417 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,354 | ,154 | 1 | ,515\*\* | ,244 | ,441\* |
| Sig. (2-tailed) | ,055 | ,417 |  | ,004 | ,193 | ,015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,306 | ,110 | ,515\*\* | 1 | ,000 | ,193 |
| Sig. (2-tailed) | ,101 | ,563 | ,004 |  | 1,000 | ,307 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,127 | ,209 | ,244 | ,000 | 1 | ,098 |
| Sig. (2-tailed) | ,505 | ,269 | ,193 | 1,000 |  | ,607 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,032 | ,154 | ,441\* | ,193 | ,098 | 1 |
| Sig. (2-tailed) | ,866 | ,417 | ,015 | ,307 | ,607 |  |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | ,193 | ,313 | ,441\* | ,193 | ,244 | ,441\* |
| Sig. (2-tailed) | ,307 | ,092 | ,015 | ,307 | ,193 | ,015 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | -,111 | ,247 | ,354 | ,306 | ,000 | ,193 |
| Sig. (2-tailed) | ,559 | ,188 | ,055 | ,101 | 1,000 | ,307 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,356 | ,161 | ,499\*\* | ,505\*\* | ,271 | ,327 |
| Sig. (2-tailed) | ,053 | ,394 | ,005 | ,004 | ,148 | ,078 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,356 | ,455\* | ,499\*\* | ,505\*\* | ,135 | ,155 |
| Sig. (2-tailed) | ,053 | ,012 | ,005 | ,004 | ,476 | ,414 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | ,495\*\* | ,533\*\* | ,757\*\* | ,620\*\* | ,418\* | ,497\*\* |
| Sig. (2-tailed) | ,005 | ,002 | ,000 | ,000 | ,021 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 | 30 |

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
|  | | X3.7 | X3.8 | X3.9 | X3.10 | TOTAL\_X3 |
| X3.1 | Pearson Correlation | ,193 | -,111 | ,356 | ,356 | ,495 |
| Sig. (2-tailed) | ,307 | ,559 | ,053 | ,053 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.2 | Pearson Correlation | ,313 | ,247 | ,161 | ,455 | ,533 |
| Sig. (2-tailed) | ,092 | ,188 | ,394 | ,012 | ,002 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.3 | Pearson Correlation | ,441 | ,354 | ,499 | ,499\*\* | ,757 |
| Sig. (2-tailed) | ,015 | ,055 | ,005 | ,005 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.4 | Pearson Correlation | ,193 | ,306 | ,505\*\* | ,505 | ,620 |
| Sig. (2-tailed) | ,307 | ,101 | ,004 | ,004 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.5 | Pearson Correlation | ,244 | ,000 | ,271 | ,135 | ,418 |
| Sig. (2-tailed) | ,193 | 1,000 | ,148 | ,476 | ,021 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.6 | Pearson Correlation | ,441 | ,193 | ,327\* | ,155 | ,497 |
| Sig. (2-tailed) | ,015 | ,307 | ,078 | ,414 | ,005 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.7 | Pearson Correlation | 1 | ,515 | ,499\* | ,327 | ,699 |
| Sig. (2-tailed) |  | ,004 | ,005 | ,078 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.8 | Pearson Correlation | ,515 | 1 | ,059 | ,208 | ,470 |
| Sig. (2-tailed) | ,004 |  | ,755 | ,270 | ,009 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.9 | Pearson Correlation | ,499 | ,059 | 1\*\* | ,365\*\* | ,685 |
| Sig. (2-tailed) | ,005 | ,755 |  | ,047 | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| X3.10 | Pearson Correlation | ,327 | ,208\* | ,365\*\* | 1\*\* | ,685 |
| Sig. (2-tailed) | ,078 | ,270 | ,047 |  | ,000 |
| N | 30 | 30 | 30 | 30 | 30 |
| TOTAL\_X3 | Pearson Correlation | ,699\*\* | ,470\*\* | ,685\*\* | ,685\*\* | 1\* |
| Sig. (2-tailed) | ,000 | ,009 | ,000 | ,000 |  |
| N | 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 11 Reliabilitas Turnover Intention**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach’s Alpha | N of Items |
| ,953 | 15 |

**Lampiran 12 Reliabilitas Job Insecurity**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,956 | 14 |

**Lampiran 13 Reliabilitas Beban kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,779 | 10 |

**Lampiran 14 Reliabilitas Lingkungan Kerja**

|  |  |  |  |
| --- | --- | --- | --- |
| **Case Processing Summary** | | | |
|  | | N | % |
| Cases | Valid | 30 | 100,0 |
| Excludeda | 0 | ,0 |
| Total | 30 | 100,0 |
| a. Listwise deletion based on all variables in the procedure. | | | |

|  |  |
| --- | --- |
| **Reliability Statistics** | |
| Cronbach's Alpha | N of Items |
| ,779 | 10 |

**Lampiran 15 Tranformasi Data Turnover Intention**

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**Lampiran 16 Transformasi Data Job Insecurity**

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**Lampiran 17 Tranformasi Beban Kerja**

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**Lampiran 18 Tranformasi Data Lingkungan Kerja**

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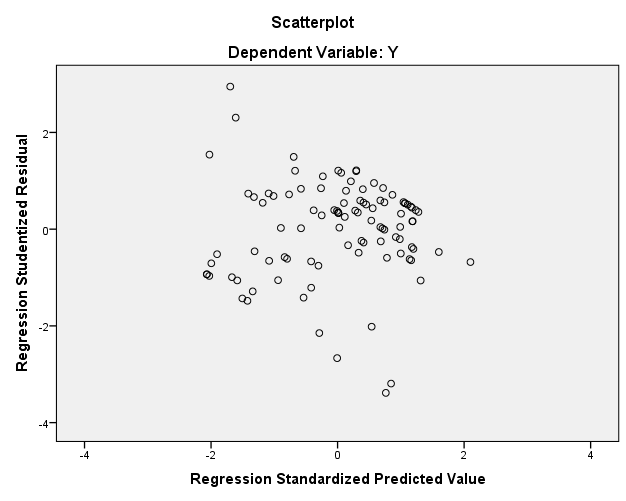
**Lampiran 19 Uji Normalitas**

|  |  |  |
| --- | --- | --- |
| **One-Sample Kolmogorov-Smirnov Test** | | |
|  | | Unstandardized Residual |
| N | | 100 |
| Normal Parametersa,b | Mean | ,0000000 |
| Std. Deviation | 5,88400376 |
| Most Extreme Differences | Absolute | ,106 |
| Positive | ,077 |
| Negative | -,106 |
| Kolmogorov-Smirnov Z | | 1,060 |
| Asymp. Sig. (2-tailed) | | ,211 |
| a. Test distribution is Normal. | | |
| b. Calculated from data.  c. Liliefors significance Correction.  d. this is lower bound of the true significance.  Sumber data: output SPSS, data yang diolah 2023 | | |

**Lampiran 20 Uji Multikolonieritas**

|  |  |  |  |  |
| --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | |
| Model | | Collinearity Statistics | |
| Tolerance | VIF |
| 1 | (Constant) |  |  |
| Job insecurity | ,957 | 1,044 |
| Beban Kerja | ,954 | 1,048 |
| Lingkungan Kerja | ,955 | 1,047 |
| a.Dependent Variable: Turnover Intention | | | | |

**Lampiran 21 Uji Heterokedastisitas**



**Lampiran 22 Uji Autokorelasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,651a | ,423 | ,405 | 5,97523 | 2,142 |
| 1. Predictors: (Constant), Lingkungan Kerja, Job Insecurity, Beban Kerja 2. Dependent Variable: Turnover Intention   . | | | | | |

**Lampiran 23 Uji Regresi Linear Berganda**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients |
| B | Std. Error | Beta |
| 1 | (Constant) | 12,239 | 3,799 |  |
| Job Insecurity | ,613 | ,080 | ,603 |
| Beban Kerja | ,203 | ,100 | ,161 |
| Lingkungan kerja | ,017 | ,111 | ,012 |
| 1. Dependent Variable: Turnover Intention | | | | | |

**Lampiran 24 Uji t**

|  |  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- | --- |
| **Coefficientsa** | | | | | | | |
| Model | | Unstandardized Coefficients | | Standardized Coefficients | t | Sig. |
| B | Std. Error | Beta |
| 1 | (Constant) | 12,239 | 3,799 |  | 3,222 | ,002 |
| Job insecurity | ,613 | ,080 | ,603 | 7,611 | ,000 |
| Beban Kerja | ,203 | ,100 | ,161 | 2,027 | ,045 |
| Lingkungan Kerja | ,017 | ,111 | ,012 | ,154 | ,878 |
| 1. Dependent Variable: Turnover Intention | | | | | | | |

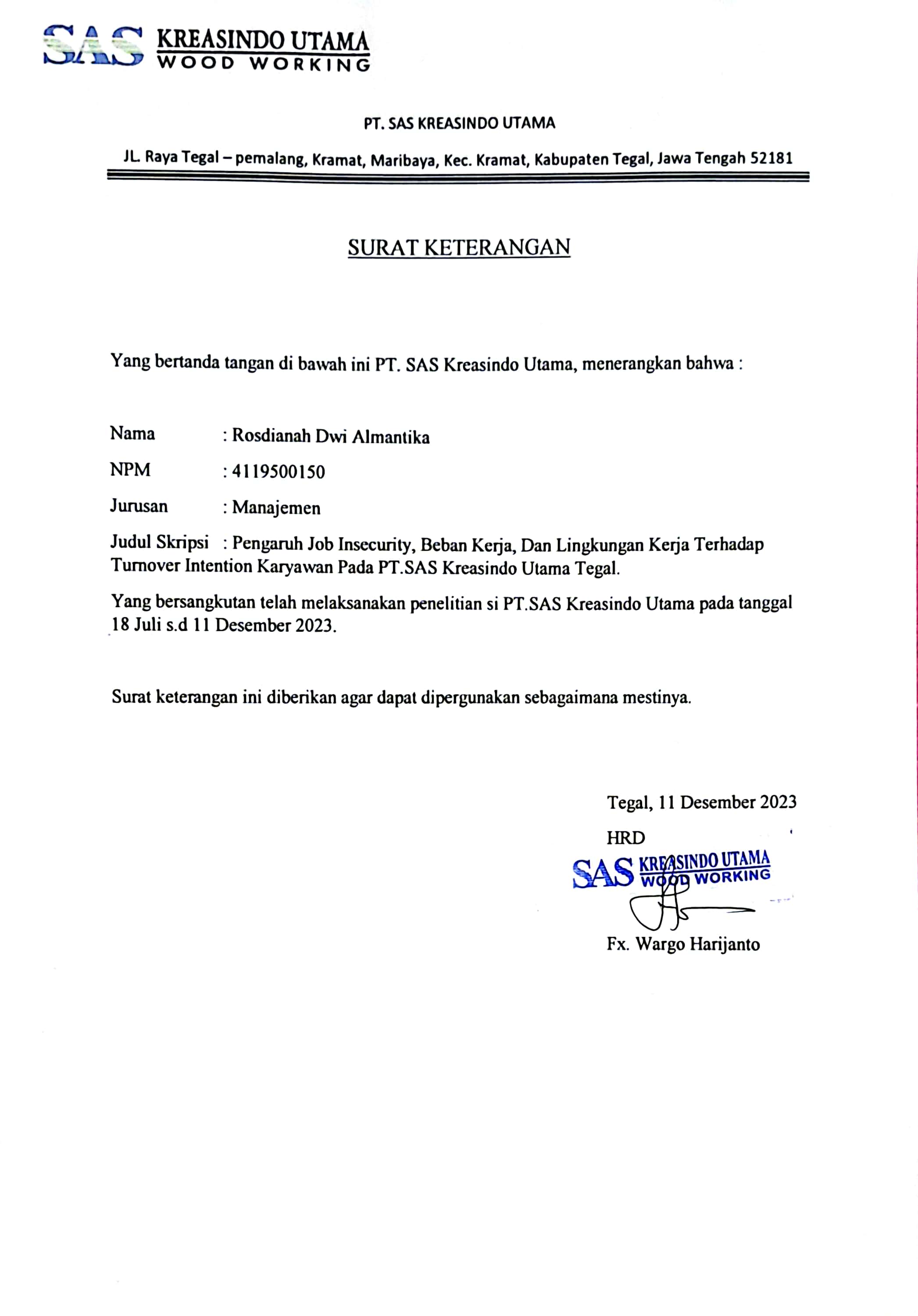
**Lampiran 25 Uji F**

|  |  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- | --- |
| **ANOVAa** | | | | | | |
| Model | | Sum of Squares | df | Mean Square | F | Sig. |
| 1 | Regression | 2515,251 | 3 | 838,417 | 23,483 | ,000b |
| Residual | 3427,529 | 96 | 35,703 |  |  |
| Total | 5942,780 | 99 |  |  |  |
| 1. Dependent Variable: Turnover Intention 2. Predictors : (Constant), Lingkungan kerja, Job Insecurity, Beban Kerja | | | | | | |
| Sumber | | | | | | |

**Lampiran 26 Uji Koefisien Determinasi**

|  |  |  |  |  |  |
| --- | --- | --- | --- | --- | --- |
| **Model Summaryb** | | | | | |
| Model | R | R Square | Adjusted R Square | Std. Error of the Estimate | Durbin-Watson |
| 1 | ,651a | ,423 | ,405 | 5,97523 | 2,142 |
| a. Predictors: (Constant), Lingkungan kerja , Job insecurity, Beban Kerja | | | | | |
| b. Dependent Variable: Turnover Intention | | | | | |

**Lampiran 27 Surat Selesai Penelitian**

****

**LEMBAR KUESIONER**

Perihal: Permohonan Pengisian Kuesioner

Judul Penelitian : Pengaruh *Job insecurity*, Beban Kerja dan Lingkungan Kerja Terhadap *Turnover Intention* Karyawan PT. SAS Kreasindo Utama Kabupaten Tegal.

Kepada Yth,

Bpk/Ibu/Sdr/Responden

Di Tempat

Dengan Hormat,

Dalam rangka menyelesaikan penelitian, saya Rosdianah Dwi Almantika Mahasiswi S1 prodi Manajemen kosentrasi SDM Fakultas Ekonomi Dan Bisnis Universitas Pancasakti Tegal, mohon partisipasi dari sdr untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan Sdr selama ini. Kami akan menjaga kerahasian karena data ini hanya untuk kepentingan penelitian. Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Akhir kata saya ucapkan terimakasih kepada Bapak/ Ibu/Saudara/i yang telah bersedia meluangkan waktunya untuk mengisi kuesioner ini.

Tegal, Juli 2023

Hormat saya

Rosdianah Dwi Almantika

**KARAKTERISTIK RESPONDEN**

1. Jenis Kelamin
2. Laki – laki
3. Perempuan
4. Usia
5. 25 -34 tahun
6. 35 – 39 tahun
7. >40 tahun
8. Pendidikan
9. SMA/SMK
10. D3
11. S1
12. S2

Keterangan

1: Sangat Tidak Setuju [STS]

2: Tidak Setuju [TS]

3: Netral [N]

4: Setuju [S]

5: Sangat Setuju [SS]

Petunjuk Pengisian

Berilah tanda check list (√) pada salah satu jawaban yang paling sesuai dengan pendapatan sodar