

## DAFTAR PUSTAKA

- Anggraeny, Dewi, M. (2022). Pengaruh Kompensasi, Quality of Work Life (Kualitas Kehidupan Kerja) dan Kepuasan Kerja terhadap Turnover Intention di PT. Anugerah Jelajah Indonesia Logistic Surabaya. *Repository STIE Mahadhika*, 10(1), 1–52. <https://doi.org/10.21608/pshj.2022.250026>
- Arikunto, S. (2006). *Prosedur Penelitian*. Rineka Cipta.
- Ariyani, A., Pradhanawati, A., & Prabawani, B. (2022). Pengaruh Work-Life Balance dan Work Satisfaction terhadap Turnover Intention Karyawan Kontrak PT. Sukuntex – Spinning Kudus. *Jurnal Ilmu Administrasi Bisnis*, 11(2), 214–224. <https://doi.org/10.14710/jiab.2022.34462>
- Asri, P. C. (2022). *Komunikasi Bisnis untuk Mahasiswa dan Kalangan Umum* (D. Rachmawati (ed.)). Pustaka Baru Press.
- Fitriani, A. N., & Prisanto, G. F. (2022). Pengaruh Komunikasi Organisasi terhadap Turn Over Intention Karyawan. *Prosiding Hubungan Masyarakat*, 25–30.
- Ghozali, I. (2018). *Aplikasi analisis Multivariate dengan program IBM SPSS 25*. Badan Penerbit Universitas Diponegoro.
- Haerani, S., Tangkeallo, I., Hamid, N., & fatmawati. (2023). *Turnover Intention pada pekerja perempuan : dalam tinjauan work life balance (WLB) dan Dukungan sosial* ( erik santoso (ed.)). Penerbit Rumah Cemerlang Indonesia.
- Harahap, S. M. ; R. J. W. S. & S. ; E. Z. (2022). *Strategi Komunikasi Organisasi* (Issue september 2016). Penerbit Prenada.
- Hermawati Adya, N. (2016). *Buku Ajar Quality of Work Life Dan Organizational*. badan penerbitan Universitas Widyagama Malang.
- Hidayati, S. N., & Saputra, S. D. (2018). Pengaruh Kepemimpinan, Kompensasi, Komunikasi, dan Motivasi Kerja terhadap Turnover Intention Pegawai dengan Kepuasan Kerja sebagai “Variabel Antara.” *Jurnal Maksipreneur: Manajemen, Koperasi, Dan Entrepreneurship*, 7(2), 162. <https://doi.org/10.30588/jmp.v7i2.365>
- Laksono, B. F. W., & Wardoyo, P. (2019). Pengaruh Work – Life Balance, Kepuasan Kerja Dan Work Engagement Terhadap Turnover Intentions Dengan Mentoring Sebagai Variabel Moderating Pada Karyawan Hotel Dafam Semarang. *Jurnal Riset Ekonomi Dan Bisnis*, 12(1), 17. <https://doi.org/10.26623/jreb.v12i1.1525>
- Mohune, S. H., Trang, I., & Djemly, W. (2023). *Pengaruh Existence , Relatedness , Dan Quality Of Work Life Terhadap Turnover Intention Di Pt . Telkom Wilayah Vi Kalimantan Unit Plaza Telkom Group Balikpapan The Effect Of*

*Existence , Relatedness , And Quality O. 11(3), 1145–1156.*

- Nugraha, D. (2019). “Pengaruh Leader Member Exchange (LMX) dan Work Life Balance terhadap Turnover Intention karyawan divisi produksi di PT Mustika Dharmajaya.” *Agora*, 7(2), 6. <http://publication.petra.ac.id/index.php/manajemen-bisnis/article/view/9112>
- Pratiwi, Dewi Padmi; Silvianita, A. (2020). Analisis Faktor-Faktor Work-Life Balance Pada Pegawai Pt. Industri Telekomunikasi Indonesia (Persero) Bandung. *PERFORMANCE: Jurnal Bisnis & Akuntansi*, 10(2), 123–131. <https://doi.org/10.24929/feb.v10i2.1217>
- Putu, D. A. N. (2023). Analisis Turnover Intention Karyawan Di Kanvaz Resort Seminyak Kuta. *Repositori Universitas Negeri Bali*, 1–23.
- Riduwan. (2015). Dasar-dasar Statistika. In *book*. Penerbit Alfabeta.
- Rohaeni, H., & Nurdin, S. (2020). JKBM Work-Life Balance dan Dampaknya terhadap Intention Work-Life Balance and its Impact on Turnover Intention in the Millennium : the Mediation Role of Job Satisfaction. *Jurnal Konsep Bisnis Dan Manajemen*, 6(2), 121–132.
- Sabrina Tambunan, M., Tewal, B., & Dotulong, L. O. (2020). Pengaruh Employee Engagement, Quality Of Work Life Dan Job Insecurity Terhadap Turnover Intention Karyawan PT. Gelael Signature Supermarket di Megamall Manado. *Jurnal EMBA*, 8(4), 703–712.
- Sari Octaviani, I. (2020). Pengaruh Gaya Kepemimpinan, Komunikasi Organisasi Dan Stres Kerja Terhadap Turnover Intention Pada Pt Pertama Logistics Service. *KREATIF : Jurnal Ilmiah Prodi Manajemen Universitas Pamulang*, 7(2), 1. <https://doi.org/10.32493/jk.v7i2.y2019.p1-9>
- Sudaryo, Y., Aribowo, A., & sofiati, ayu, N. (2018). *Manajemen Sumber Daya Manusia Kompensasi Tidak Langsung dan Lingkungan Kerja Fisik* (Eraq, Theo). Penerbit Andi.
- Sudrajat, A. (2021). Turnover Intention Pada Departemen Qa Bagian Qc Pt. X Garment Kabupaten Tasikmalaya. *Jurnal Computech & Bisnis*, 15(2), 74–77.
- Sugiyono. (2019). *Metode Penelitian Kuantitatif Kualitatif dan R&D*.
- Widyaningrum, A., Kirana, K. C., & Septyarini, E. (2023). Pengaruh Work Passion, Work Life Balance, dan Stress Kerja terhadap Turnover Intention Studi pada Karyawan PT. BPR Bank Daerah Gunungkidul. *Jurnal Ilmiah Universitas Batanghari Jambi*, 23(2), 2300. <https://doi.org/10.33087/jiubj.v23i2.3629>
- Zafreyyani, S. S. Y. A. M. H. (2024). *Menguari Turnover Intention: Strategi Mempertahankan Karyawan*. Perbit CV. Gita Lentera.

# LAMPIRAN

## Lampiran 1 Surat Ijin Penelitian



**YAYASAN PENDIDIKAN PANCASAKTI TEGAL  
UNIVERSITAS PANCASAKTI TEGAL  
FAKULTAS EKONOMI DAN BISNIS**

Jalan Halmahera KM 1 Kota Tegal 52121  
Sekretariat : Telp (0283) 355720  
Web : <http://feb.upstegal.ac.id>, email : [feb@upstegal.ac.id](mailto:feb@upstegal.ac.id)

Nomor : 59/K/E/FEB/UPS/X/2023 Tegall, 16 Oktober 2023  
Lampiran : -  
Perihal : Ijin Penelitian Dan Permintaan Data  
Kepada : Yth. Direktur PT Gemilang Sapta Perdana  
Jl. Maluku No 09, Kec. Taman, Kab. Pemalang  
Di – Pemalang

Dengan hormat, salah satu syarat untuk menyelesaikan program sarjana (S1) Fakultas Ekonomi dan Bisnis mahasiswa diwajibkan mengadakan penelitian sebagai bahan menyusun skripsi.

Berkenaan dengan hal itu, mohon perkenaan Bapak membantu memberi data yang diperlukan dalam penelitian tersebut kepada mahasiswa:

N a m a : Yesi Kusuma Wardhani  
Npm : 4120600098  
Program Studi : Manajemen  
Judul Skripsi : Pengaruh Quality of Work Life (QWL), Komunikasi Organisasi dan Work Life Balance terhadap Turnover Intention Karyawan PT Gemilang Sapta Perdana Pemalang.

Atas bantuan dan kerjasama yang baik kami ucapkan terimakasih,



Dr. Dien Npviany R., S.E., M.M., Akt., CA  
NIDN: 0628117502

## Lampiran 2 Surat Balasan Penelitian



Pemalang, 20 Oktober 2023

Perihal : Surat Balasan Permohonan Ijin  
Penelitian Dan Permintaan Data.

Kepada Yth.  
Dekan Fakultas Ekonomi dan Bisnis  
Universitas Pancasakti Tegal  
Di -  
Jl. Halmahera KM 1 Kota Tegal 52121

Dengan Hormat,

Menindaklanjuti surat dari Dekan Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal nomor 59/K/E/FEB/UPS/X/2023 perihal Permohonan Ijin Penelitian dan permintaan data pada tanggal 16 Oktober 2023 dengan ini kami menyampaikan tanggapan dari surat tersebut bahwa:

1. Bahwa kami selaku PT. Gemilang Sapta Perdana tidak keberatan menerima Pelaksanaan ijin Penelitian dan Permintaan data untuk keperluan penelitian yang dilakukan oleh mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti atas nama Yesi Kusuma Wardhani.
2. Izin melakukan penelitian dan pemberian data hanya boleh diberikan untuk keperluan akademik dan sesuai prosedur kami.
3. Waktu Penelitian dan Pengambilan data harus dilakukan diwaktu jam kerja.

Demikian surat balasan ini kami sampaikan. Atas perhatian dan kerjasama, kami ucapkan terima kasih.

Hormat Kami,  
PT Gemilang Sapta Perdana

  
  
**Alb. Yusfandhi Silalahi**  
HR & GA Head

### Lampiran 3 Dokumentasi Penelitian





## Lampiran 4 Permohonan Pengisian Kuesioner

### KATA PENGANTAR KUESIONER

Perihal : Permohonan pengisian kuesioner

Judul penelitian : Pengaruh *Quality of Work Life* (QWL), Komunikasi Organisasi dan *Work Life Balance* terhadap *Turnover Intention* Karyawan PT Gemilang Sapta Perdana Pemalang.

Kepada Yth.

Saudara Responden

Di Tempat

Dengan hormat,

Dalam rangka menyelesaikan penelitian, saya Mahasiswa Fakultas Ekonomi dan Bisnis Universitas Pancasakti Tegal, memohon partisipasi dari saudara untuk mengisi kuesioner yang telah kami sediakan.

Adapun data yang kami minta adalah sesuai dengan kondisi yang dirasakan saudara selama ini. Kami akan menjaga kerahasiaan karena data ini hanya untuk kepentingan penelitian.

Setiap jawaban yang diberikan merupakan bantuan yang tidak ternilai harganya bagi penelitian ini.

Atas perhatian dan bantuannya, saya mengucapkan terimakasih.

Tegal, 2024

Hormat saya,

Yesi Kusuma Wardhani



## KARAKTERISTIK RESPONDEN

### A. IDENTITAS RESPONDEN

Untuk kelengkapan data penelitian, kami mohon Bapak/Ibu mengisi data dibawah ini dengan memberikan tanda centang (✓).

1. Jenis Kelamin :  Laki-laki  
 Perempuan
2. Umur :  20-30 tahun  
 30-50 tahun  
 > 50 tahun
3. Masa Kerja :  1-5 tahun  
 5 – 10 tahun  
 >10 tahun

### B. PETUNJUK PENGISIAN

1. Isilah identitas secara lengkap
2. Bacalah pertanyaan dengan teliti sebelum menjawab
3. Berilah jawaban sesuai dengan kondisi yang Bapak/Ibu/Saudara/I rasakan agar diperoleh data yang benar, akurat dan objektif.
4. Isilah dengan tanda centang (✓) pada kolom jawaban yang sudah disediakan dengan ketentuan sebagai berikut :

No	Keterangan	Bobot
1	Sangat Tidak Setuju (STS)	1
2	Tidak Setuju (TS)	2
3	Netral (N)	3
4	Setuju (S)	4
5	Sangat Setuju (SS)	5

## DAFTAR PERNYATAAN KUESIONER

### 1. *Turnover Intention (Y)*

No	Pernyataan	Tanggapan				
		SS	S	N	TS	STS
<b>Cenderung akan lebih malas bekerja</b>						
1.	Saya merasa malas bekerja karena pekerjaan ini tidak sesuai dengan kemampuan saya.					
2.	Saya merasa lebih memilih untuk melakukan hal-hal yang menyenangkan daripada pekerjaan.					
<b>Absensi yang semakin meningkat</b>						
3.	Saya memiliki tingkat absensi (ketidakhadiran) yang tinggi di perusahaan.					
4.	Saya sering tidak masuk kerja ketika ada kepentingan lain di luar pekerjaan saya.					
<b>Meninggalkan tempat kerja ketika jam kerja</b>						
5.	Saya meninggalkan tempat kerja disaat jam kerja berlangsung					
6.	Saya sering bolos kerja karena saya berpikir untuk meninggalkan pekerjaan saat ini					
<b>Protes terhadap kebijakan perusahaan</b>						
7.	Saya sering melakukan protes terhadap atasan karena fasilitas yang diberikan kurang memadai					
8.	Saya sering melakukan protes ketika kebijakan yang diberikan atasan dirasa kurang tepat					
<b>Perilaku positif meningkat jauh dan berbeda</b>						
9.	Ketika saya berpikir untuk keluar dari perusahaan, saya akan meningkatkan kinerja saya sebelumnya					
10.	Ketika saya memikirkan untuk keluar dari perusahaan, saya akan bersikap baik kepada rekan kerja saya.					

2. *Quality of Work Life (QWL) (X1)*

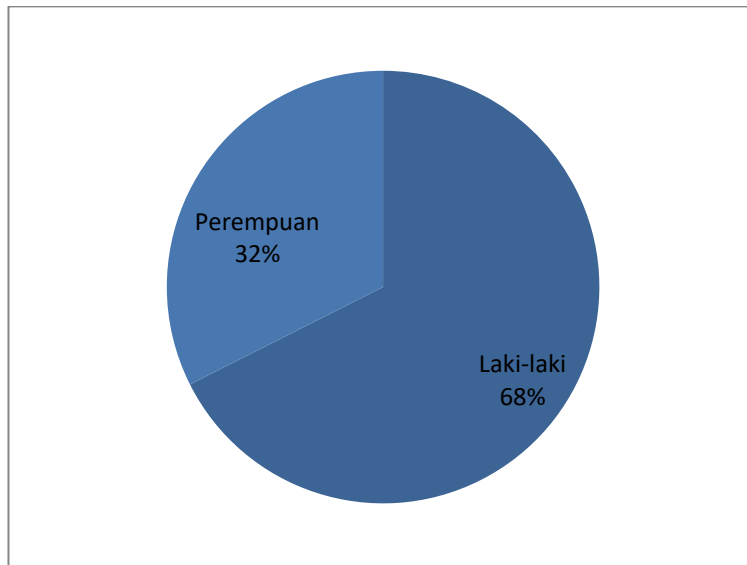
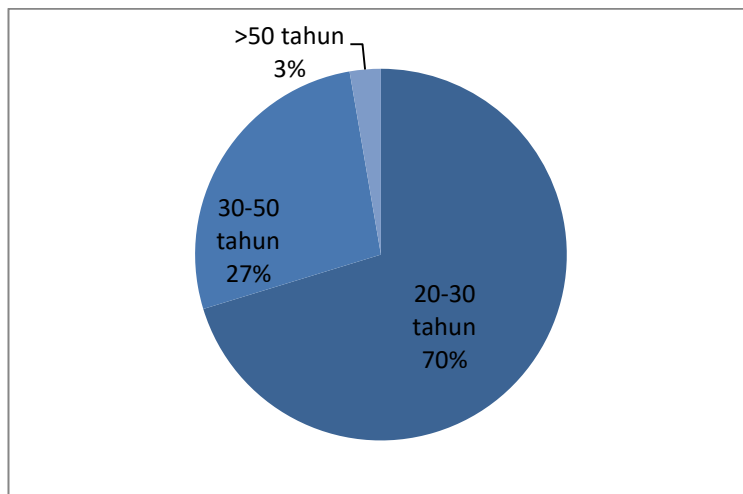
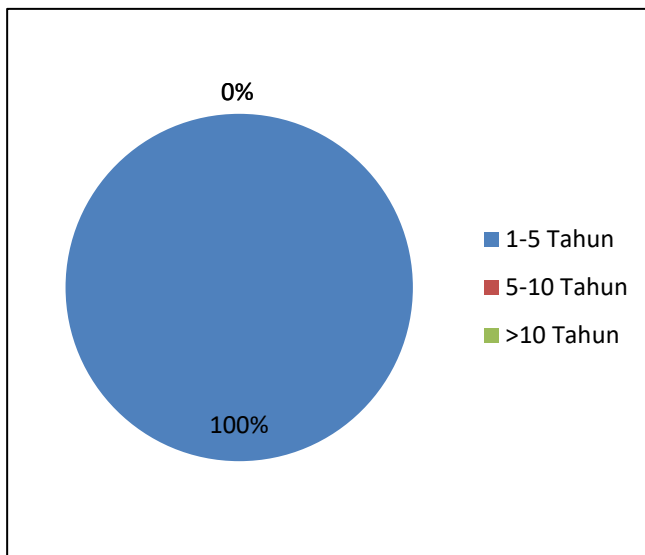
No	Pernyataan	Tanggapan				
		SS	S	N	TS	STS
<b>Tunjangan</b>						
1.	Tunjangan yang diberikan sesuai dengan jabatan yang ditempati karyawan.					
2.	Saya merasa puas dengan sistem imbalan dan nominal yang diberikan perusahaan.					
<b>Pengakuan dan Penghargaan</b>						
3.	Saya selalu mendapatkan penghargaan dari organisasi atas prestasi pengabdian saya selama ini.					
4.	Perusahaan selalu melibatkan karyawan dalam pengambilan keputusan atau setiap acara.					
<b>Lingkungan kerja yang mendukung fisik dan mental</b>						
5.	Kebersihan dan kesehatan lingkungan kerja sudah mampu membuat saya bekerja dengan baik					
6.	Penerangan di ruangan kerja saya memperlancarkan proses pekerjaan					
<b>Keterlibatan emosi</b>						
7.	Saya merasa tidak bisa mengendalikan emosi saya ketika saya merasa lelah.					
8.	Saya dan rekan kerja tidak pernah memiliki permasalahan.					
<b>Pengembangan kemampuan</b>						
9.	Saya puas terhadap kesempatan untuk berkembang menjadi lebih profesional yang diberikan perusahaan					
10.	Selama saya bekerja di tempat ini saya diberi kesempatan untuk mengembangkan keahlian saya					

### 3. Komunikasi Organisasi (X2)

No	Pernyataan	Tanggapan				
		SS	S	N	TS	STS
<b>Koordinasi</b>						
1.	Koordinasi antar atasan kepada bawahan terlaksana, walaupun ada tidaknya informasi					
2.	Atasan mengkomunikasikan informasi mengenai tugas, kebijakan terkait perusahaan kepada karyawan					
<b>Motivasi</b>						
3.	Atasan saya selalu memberikan motivasi-motivasi kepada karyawan					
4.	Atasan selalu memberikan kritik atau saran yang membangun untuk menjadi lebih baik.					
<b>Kinerja karyawan</b>						
5.	Saya selalu melaporkan hasil kinerja saya kepada atasan.					
6.	Kinerja karyawan akan selalu dikomunikasikan apabila terjadi penurunan atau peningkatan.					
<b>Membujuk</b>						
7.	Saya senang komunikasi yang terjadi dapat memupuk hubungan antar karyawan.					
8.	Saya mampu berkomunikasi dengan sesama rekan kerja.					
<b>Masukan</b>						
9.	Saya selalu memberikan masukan kepada rekan kerja saya yang baru					
10.	Atasan saya selalu menerima masukan dari bawahannya.					

#### 4. Work Life Balance (X3)

No	Pernyataan	Tanggapan				
		SS	S	N	TS	STS
<b>Personality (kepribadian)</b>						
1.	Saya dapat melakukan hal-hal pribadi setelah saya pulang kantor.					
2.	Saya memiliki manajemen waktu yang baik.					
3.	Saya dapat menerima kritikan yang diberikan kepada saya					
<b>Work support (dukungan organisasi)</b>						
4.	Perusahaan menyediakan program yang mendukung keseimbangan kerja karyawan					
5.	Pekerjaan saya tetap menyenangkan meskipun banyak hal yang terjadi pada kehidupan pribadi saya.					
6.	Saya biasanya tidak bekerja lebih dari 8 jam dalam sehari.					
<b>Family support (dukungan keluarga)</b>						
7.	Keluarga selalu mendampingi dalam pencapaian karir saya					
8.	Keluarga tidak mendukung pekerjaan saya					
<b>Status perkawinan</b>						
9.	Saya bisa menyeimbangkan peran di rumah (sebagai suami/istri) dan di kantor (sebagai karyawan)					
10.	Pasangan saya tidak mengganggu pekerjaan saya					

**Lampiran 5 Profil Responden Berdasarkan Jenis Kelamin****Lampiran 6 Profil Responden Berdasarkan Usia****Lampiran 7 Karakteristik Responden Berdasarkan Masa Kerja**

**Lampiran 8 Hasil uji validitas variabel *quality of work life* (QWL) (X1)**

		Correlations										
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	TOTAL
X1.1	Pearson Correlation	1	.189	.322	.325	.003	.336	.375*	.211	.494**	.396*	.472**
	Sig. (2-tailed)		.316	.083	.080	.986	.069	.041	.262	.005	.030	.008
	N	30	30	30	30	30	30	30	30	30	30	30
X1.2	Pearson Correlation	.189	1	.630**	.510**	.490**	.306	.541**	.406*	.562**	.414*	.667**
	Sig. (2-tailed)	.316		.000	.004	.006	.100	.002	.026	.001	.023	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.3	Pearson Correlation	.322	.630**	1	.737**	.682**	.445*	.712**	.586**	.737**	.439*	.829**
	Sig. (2-tailed)	.083	.000		.000	.000	.014	.000	.001	.000	.015	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.4	Pearson Correlation	.325	.510**	.737**	1	.744**	.697**	.688**	.552**	.720**	.449*	.843**
	Sig. (2-tailed)	.080	.004	.000		.000	.000	.000	.002	.000	.013	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X1.5	Pearson Correlation	.003	.490**	.682**	.744**	1	.654**	.677**	.488**	.641**	.395*	.763**
	Sig. (2-tailed)	.986	.006	.000	.000		.000	.000	.006	.000	.031	.000





TOTAL	Pearson Correlation	.472**	.667**	.829**	.843**	.763**	.788**	.907**	.745**	.906**	.686**	1
	Sig. (2-tailed)	.008	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	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 9 Hasil uji validitas variabel komunikasi organisasi (X2)

		Correlations										
		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	TOTAL
X2.1	Pearson Correlation	1	.589**	.208	.408*	.472**	.450*	.567**	.551**	.558**	.670**	.700**
	Sig. (2-tailed)		.001	.270	.025	.008	.013	.001	.002	.001	.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.2	Pearson Correlation	.589**	1	.392*	.722**	.556**	.637**	.687**	.650**	.631**	.356	.782**
	Sig. (2-tailed)	.001		.032	.000	.001	.000	.000	.000	.000	.054	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.3	Pearson Correlation	.208	.392*	1	.339	.331	.599**	.357	.499**	.621**	.316	.620**



X2.8	Pearson Correlation	.551**	.650**	.499**	.675**	.671**	.712**	.875**	1	.763**	.542**	.891**
	Sig. (2-tailed)	.002	.000	.005	.000	.000	.000	.000		.000	.002	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.9	Pearson Correlation	.558**	.631**	.621**	.546**	.674**	.663**	.683**	.763**	1	.695**	.878**
	Sig. (2-tailed)	.001	.000	.000	.002	.000	.000	.000	.000		.000	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X2.10	Pearson Correlation	.670**	.356	.316	.411*	.454*	.498**	.472**	.542**	.695**	1	.699**
	Sig. (2-tailed)	.000	.054	.089	.024	.012	.005	.008	.002	.000		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.700**	.782**	.620**	.719**	.759**	.852**	.866**	.891**	.878**	.699**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	30	30	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).

**Lampiran 10 Hasil uji validitas variabel *work life balance* (X3)**

		Correlations										
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	TOTAL
X3.1	Pearson Correlation	1	.539**	.752**	.400*	.385*	.285	.311	.259	.484**	.172	.762**
	Sig. (2-tailed)		.002	.000	.029	.036	.127	.094	.167	.007	.363	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.2	Pearson Correlation	.539**	1	.551**	.379*	.430*	.306	.091	.214	.114	-.040	.567**
	Sig. (2-tailed)	.002		.002	.039	.018	.100	.632	.256	.548	.833	.001
	N	30	30	30	30	30	30	30	30	30	30	30
X3.3	Pearson Correlation	.752**	.551**	1	.492**	.172	.240	.223	.224	.133	.084	.622**
	Sig. (2-tailed)	.000	.002		.006	.365	.201	.237	.234	.484	.658	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.4	Pearson Correlation	.400*	.379*	.492**	1	.426*	.551**	.156	.506**	-.170	.190	.626**
	Sig. (2-tailed)	.029	.039	.006		.019	.002	.409	.004	.370	.314	.000

	N	30	30	30	30	30	30	30	30	30	30	30
X3.5	Pearson Correlation	.385*	.430*	.172	.426*	1	.625**	.390*	.300	.163	.066	.645**
	Sig. (2-tailed)	.036	.018	.365	.019		.000	.033	.108	.390	.730	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.6	Pearson Correlation	.285	.306	.240	.551**	.625**	1	.265	.622**	-.055	.175	.671**
	Sig. (2-tailed)	.127	.100	.201	.002	.000		.157	.000	.772	.355	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.7	Pearson Correlation	.311	.091	.223	.156	.390*	.265	1	.278	.220	.070	.510**
	Sig. (2-tailed)	.094	.632	.237	.409	.033	.157		.137	.243	.715	.004
	N	30	30	30	30	30	30	30	30	30	30	30
X3.8	Pearson Correlation	.259	.214	.224	.506**	.300	.622**	.278	1	.232	.294	.665**
	Sig. (2-tailed)	.167	.256	.234	.004	.108	.000	.137		.217	.115	.000
	N	30	30	30	30	30	30	30	30	30	30	30
X3.9	Pearson Correlation	.484**	.114	.133	-.170	.163	-.055	.220	.232	1	.320	.453*

	Sig. (2-tailed)	.007	.548	.484	.370	.390	.772	.243	.217		.085	.012
	N	30	30	30	30	30	30	30	30	30	30	30
X3.10	Pearson Correlation	.172	-.040	.084	.190	.066	.175	.070	.294	.320	1	.435*
	Sig. (2-tailed)	.363	.833	.658	.314	.730	.355	.715	.115	.085		.016
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.762**	.567**	.622**	.626**	.645**	.671**	.510**	.665**	.453*	.435*	1
	Sig. (2-tailed)	.000	.001	.000	.000	.000	.000	.004	.000	.012	.016	
	N	30	30	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).

**Lampiran 11 Hasil Uji Validitas Variabel *Turnover Intention* (Y)**

		Correlations										
		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Y9	Y10	TOTAL
Y1	Pearson Correlation	1	.452*	.388*	.611**	.326	.571**	.572**	.537**	.424*	.182	.701**
	Sig. (2-tailed)		.012	.034	.000	.078	.001	.001	.002	.019	.335	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y2	Pearson Correlation	.452*	1	.590**	.514**	.366*	.353	.772**	.603**	.476**	.570**	.813**
	Sig. (2-tailed)	.012		.001	.004	.047	.056	.000	.000	.008	.001	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y3	Pearson Correlation	.388*	.590**	1	.544**	.217	.416*	.592**	.536**	.308	.483**	.734**
	Sig. (2-tailed)	.034	.001		.002	.248	.022	.001	.002	.098	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y4	Pearson Correlation	.611**	.514**	.544**	1	.308	.359	.764**	.568**	.479**	.213	.764**
	Sig. (2-tailed)	.000	.004	.002		.097	.051	.000	.001	.007	.258	.000

	N	30	30	30	30	30	30	30	30	30	30	30
Y5	Pearson Correlation	.326	.366*	.217	.308	1	.476**	.183	.311	.353	.679**	.593**
	Sig. (2-tailed)	.078	.047	.248	.097		.008	.333	.094	.056	.000	.001
	N	30	30	30	30	30	30	30	30	30	30	30
Y6	Pearson Correlation	.571**	.353	.416*	.359	.476**	1	.339	.346	.426*	.485**	.662**
	Sig. (2-tailed)	.001	.056	.022	.051	.008		.067	.061	.019	.007	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y7	Pearson Correlation	.572**	.772**	.592**	.764**	.183	.339	1	.682**	.454*	.183	.790**
	Sig. (2-tailed)	.001	.000	.001	.000	.333	.067		.000	.012	.332	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y8	Pearson Correlation	.537**	.603**	.536**	.568**	.311	.346	.682**	1	.346	.333	.732**
	Sig. (2-tailed)	.002	.000	.002	.001	.094	.061	.000		.061	.072	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y9	Pearson Correlation	.424*	.476**	.308	.479**	.353	.426*	.454*	.346	1	.358	.644**



	Sig. (2-tailed)	.019	.008	.098	.007	.056	.019	.012	.061		.052	.000
	N	30	30	30	30	30	30	30	30	30	30	30
Y10	Pearson Correlation	.182	.570**	.483**	.213	.679**	.485**	.183	.333	.358	1	.638**
	Sig. (2-tailed)	.335	.001	.007	.258	.000	.007	.332	.072	.052		.000
	N	30	30	30	30	30	30	30	30	30	30	30
TOTAL	Pearson Correlation	.701**	.813**	.734**	.764**	.593**	.662**	.790**	.732**	.644**	.638**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.001	.000	.000	.000	.000	.000	
	N	30	30	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 12 Hasil Uji Reliabilitas Variabel *Turnover Intention* (Y)

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.887	10

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
Y.1	36.70	12.424	.629	.876
Y.2	36.67	11.540	.752	.866
Y.3	36.63	11.551	.640	.875
Y.4	36.80	11.683	.687	.871
Y.5	36.67	12.506	.484	.886
Y.6	36.77	12.530	.581	.879
Y.7	36.77	11.426	.717	.869
Y.8	36.83	12.626	.676	.875
Y.9	36.77	12.599	.560	.880
Y.10	36.60	12.386	.541	.882

### Lampiran 13 Hasil Uji Reliabilitas Variabel *Quality of Work Life* (QWL) (X1)

Case Processing Summary			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

Reliability Statistics	
Cronbach's Alpha	N of Items
.919	10

Item-Total Statistics				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X1.1	36.70	35.321	.368	.928
X1.2	36.73	32.961	.582	.917
X1.3	36.67	30.989	.777	.906
X1.4	36.77	31.633	.800	.905
X1.5	36.60	31.834	.696	.911
X1.6	36.90	31.817	.730	.909
X1.7	36.83	30.557	.879	.900
X1.8	36.77	32.599	.681	.912
X1.9	36.77	31.013	.879	.901
X1.10	36.77	32.599	.601	.917

### Lampiran 14 Hasil Uji Reliabilitas Variabel Komunikasi Organisasi (X2)

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.920	10

<b>Item-Total Statistics</b>				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item- Total Correlation	Cronbach's Alpha if Item Deleted
X2.1	35.30	18.700	.620	.916
X2.2	35.30	19.390	.740	.911
X2.3	35.53	18.602	.503	.926
X2.4	35.30	19.252	.658	.914
X2.5	35.43	18.116	.686	.912
X2.6	35.50	17.293	.801	.905
X2.7	35.40	17.559	.823	.904
X2.8	35.37	17.964	.861	.903
X2.9	35.20	18.786	.851	.906
X2.10	35.37	18.723	.620	.916

### Lampiran 15 Hasil Uji Reliabilitas Variabel *Work Life Balance* (X3)

<b>Case Processing Summary</b>			
		N	%
Cases	Valid	30	100.0
	Excluded <sup>a</sup>	0	.0
	Total	30	100.0

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

<b>Reliability Statistics</b>	
Cronbach's Alpha	N of Items
.781	10

<b>Item-Total Statistics</b>				
	Scale Mean if Item Deleted	Scale Variance if Item Deleted	Corrected Item-Total Correlation	Cronbach's Alpha if Item Deleted
X3.1	39.23	10.737	.677	.733
X3.2	39.37	11.757	.448	.762
X3.3	39.20	11.614	.518	.755
X3.4	39.23	11.564	.521	.755
X3.5	39.83	11.730	.558	.753
X3.6	39.87	10.533	.526	.752
X3.7	39.53	11.775	.360	.773
X3.8	39.27	11.375	.566	.749
X3.9	39.70	11.803	.260	.792
X3.10	39.57	11.978	.251	.791

**Lampiran 16 Tabulasi Data Kuesioner Variabel *Turnover Intention* (Y)**

No Responden	<i>Turnover Intention</i> (Y)										Y.Total
	Y.1	Y.2	Y.3	Y.4	Y.5	Y.6	Y.7	Y.8	Y.9	Y.10	
1.	5	5	5	5	4	4	5	5	4	5	47
2.	4	4	4	5	5	5	4	5	5	5	46
3.	5	5	4	5	5	5	4	4	3	4	44
4.	4	4	5	3	4	5	5	3	4	4	41
5.	3	3	3	4	5	4	4	4	3	4	37
6.	4	4	4	3	5	5	4	3	3	4	39
7.	4	4	5	4	3	3	5	4	4	5	41
8.	4	4	4	4	4	4	4	4	4	4	40
9.	5	4	5	4	5	4	3	5	4	3	42
10.	4	5	5	4	4	4	3	4	5	5	43
11.	5	5	4	5	3	3	4	4	3	4	40
12.	3	4	4	5	5	4	3	4	4	3	39
13.	5	4	4	5	4	4	5	4	3	3	41
14.	4	5	5	4	3	5	5	3	4	4	42

15.	5	5	4	4	3	4	4	5	4	5	43
16.	5	4	4	5	5	4	4	4	5	5	45
17.	3	3	4	5	5	4	4	5	4	4	41
18.	4	5	4	4	4	5	4	5	5	5	45
19.	3	4	4	5	5	4	4	4	4	4	41
20.	3	4	5	4	4	5	5	4	5	4	43
21.	5	4	4	3	3	3	5	5	5	5	42
22.	5	4	4	4	5	5	5	5	4	5	46
23.	4	4	4	4	3	3	5	5	5	4	41
24.	4	4	3	4	5	5	4	4	4	2	39
25.	2	3	3	4	4	4	4	5	4	4	37
26.	5	3	4	4	4	4	4	4	4	4	40
27.	4	3	4	5	4	5	5	3	5	4	42
28.	3	4	3	4	4	3	5	5	4	4	39
29.	4	4	5	3	4	3	5	5	3	4	40
30.	4	5	5	2	3	3	5	5	4	5	41





**Lampiran 17 Tabulasi Data Kuesioner Variabel *Quality of Work Life* (QWL)**

No Responden	<i>Quality of Work Life</i> (QWL) (X1)										X1.Total
	X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	
1.	5	3	4	4	4	4	5	4	4	5	42
2.	5	5	5	5	4	4	5	4	3	4	44
3.	4	4	4	3	4	5	5	5	4	5	43
4.	5	4	4	4	5	4	3	4	4	5	42
5.	4	4	4	3	5	3	3	3	4	5	38
6.	3	4	4	4	3	4	5	4	4	4	39
7.	3	3	3	4	4	4	4	4	4	4	37
8.	5	4	4	4	3	4	4	5	5	4	42
9.	4	4	4	5	3	4	3	5	4	5	41
10.	5	5	5	4	3	3	3	4	5	5	42
11.	5	4	4	5	4	4	4	5	4	4	43
12.	4	4	5	5	4	3	3	4	4	5	41
13.	4	4	4	4	4	4	4	4	4	4	40
14.	5	4	4	4	4	4	4	4	5	4	42

15.	5	5	3	4	4	4	5	3	5	5	43
16.	4	4	5	4	5	4	4	5	5	4	44
17.	5	5	4	4	5	4	5	5	4	4	45
18.	5	4	5	5	3	4	5	4	4	3	42
19.	4	5	5	4	4	4	5	4	4	5	44
20.	5	5	4	3	5	3	5	3	3	3	39
21.	5	5	4	3	4	4	4	4	4	3	40
22.	3	4	4	5	5	4	4	5	4	5	43
23.	5	4	5	4	4	3	4	4	5	4	42
24.	4	5	4	4	3	4	4	3	5	5	41
25.	4	5	3	4	5	4	4	4	3	3	39
26.	3	4	5	5	4	4	4	3	3	5	40
27.	5	4	4	3	4	4	4	4	3	3	38
28.	4	3	4	3	3	3	4	4	4	4	36
29.	4	4	4	4	4	3	4	4	4	4	39
30.	4	5	5	4	4	5	4	3	5	3	42

31.	4	4	4	4	4	4	4	4	4	4	40
32.	5	5	5	4	3	3	4	4	3	5	41
33.	5	5	5	5	5	4	4	3	4	5	45
34.	4	4	4	4	4	3	4	4	5	5	41
35.	4	4	3	3	4	4	3	3	5	5	38
36.	3	3	4	4	4	4	4	5	4	4	39
37.	4	4	4	4	3	2	5	5	5	4	40

**Lampiran 18 Tabulasi Data Kuesioner Variabel Komunikasi Organisasi (X2)**

No Responden	Komunikasi Organisasi										X2.Total
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	X2.7	X2.8	X2.9	X2.10	
1.	4	5	4	5	5	4	3	4	4	5	43
2.	3	4	5	5	4	5	4	5	4	4	43
3.	4	4	4	4	5	4	5	4	4	4	42
4.	3	3	5	5	4	4	5	4	4	4	41
5.	3	4	3	3	4	4	5	3	5	5	39
6.	4	5	4	3	5	5	5	4	4	4	43
7.	3	3	4	4	5	4	5	5	4	4	41
8.	5	5	4	4	4	3	4	4	4	5	42
9.	4	4	3	5	5	4	4	5	4	5	43
10.	3	4	4	4	4	5	4	5	4	4	41
11.	3	3	3	4	4	4	4	5	4	3	37
12.	3	3	4	3	4	4	4	4	5	5	39
13.	3	3	5	4	4	3	4	4	4	4	38
14.	3	3	3	3	4	3	3	4	5	5	36

15.	5	4	5	4	4	4	4	4	3	4	41
16.	3	3	3	3	5	3	5	3	3	4	35
17.	4	4	4	4	4	4	4	4	4	4	40
18.	4	4	5	4	5	5	3	4	4	4	42
19.	4	4	4	4	4	4	4	4	4	4	40
20.	3	4	4	4	5	4	4	5	3	5	41
21.	3	4	5	5	4	4	4	5	5	5	44
22.	4	4	5	4	3	5	5	4	4	5	43
23.	3	3	4	3	5	3	4	4	4	3	36
24.	4	3	3	4	5	5	3	3	4	4	38
25.	3	3	4	4	4	5	5	4	3	4	39
26.	3	3	4	4	5	5	5	3	4	5	41
27.	4	3	3	4	4	5	5	4	5	5	42
28.	3	5	5	4	4	5	4	3	3	4	40
29.	3	3	4	3	3	4	4	5	5	5	39
30.	3	3	3	4	3	4	5	5	4	5	39

31.	4	4	4	4	5	5	5	5	5	5	46
32.	3	4	3	4	4	5	4	5	4	5	41
33.	3	3	3	4	5	4	4	3	4	4	37
34.	3	4	4	4	3	4	5	4	5	5	41
35.	5	5	5	5	5	4	5	5	4	5	48
36.	4	4	4	4	3	5	5	4	5	3	41
37.	4	4	4	5	5	5	4	5	4	4	44

**Lampiran 19 Tabulasi Data Kuesioner Variabel *Work Life Balance* (X3)**

No Responden	<i>Work Life Balance</i> (X3)										X3.Total
	X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	X3.9	X3.10	
1.	4	3	4	4	5	4	5	4	4	4	41
2.	3	2	4	5	4	5	4	4	3	4	38
3.	3	3	3	4	3	4	4	4	3	4	35
4.	4	5	5	4	3	3	4	4	4	4	40
5.	4	3	4	3	4	4	3	3	4	5	37
6.	4	4	4	2	3	4	3	3	3	4	34
7.	4	5	4	4	5	4	5	5	5	4	45
8.	3	4	4	5	4	3	3	4	4	3	37
9.	4	4	3	3	3	4	4	4	3	4	36
10.	3	3	3	3	4	4	4	4	4	3	35
11.	3	3	4	3	4	4	3	4	3	3	34
12.	4	4	4	3	3	4	4	5	4	3	38
13.	4	4	4	4	4	4	4	4	4	4	40
14.	3	3	3	3	4	3	3	4	3	3	32

15.	4	5	4	4	5	5	3	3	3	3	39
16.	3	4	4	4	3	5	4	4	3	4	38
17.	4	5	4	5	3	4	4	4	4	4	41
18.	4	4	5	5	4	4	4	4	4	3	41
19.	3	3	4	4	5	4	4	4	4	3	38
20.	4	5	4	4	3	4	5	5	5	5	44
21.	5	4	3	4	4	5	5	4	3	4	41
22.	4	3	5	5	4	4	5	4	4	3	41
23.	4	3	5	4	2	4	4	3	3	4	36
24.	4	4	4	4	4	4	4	4	4	4	40
25.	3	4	3	3	4	4	5	5	4	4	39
26.	2	3	3	4	5	4	4	3	4	3	35
27.	5	5	4	4	5	5	5	5	4	5	47
28.	4	5	5	5	4	5	5	5	5	5	48
29.	3	4	5	5	4	4	4	5	4	5	43
30.	3	4	3	3	4	4	5	5	5	5	41



31.	4	3	4	4	4	5	5	5	3	5	42.00
32.	4	5	5	4	3	3	4	4	4	3	39.00
33.	4	4	4	4	4	4	4	4	4	4	40.00
34.	3	4	5	4	4	4	4	4	5	4	41.00
35.	3	4	3	5	5	3	4	4	4	4	39.00
36.	5	3	4	3	3	4	4	4	4	4	38.00
37.	4	5	4	5	3	5	5	3	4	4	42.00

**Lampiran 21 Transformasi Data Variabel *Turnover Intention* (Y)**

<b>Successive Interval</b>										
<b>Y.1</b>	<b>Y.2</b>	<b>Y.3</b>	<b>Y.4</b>	<b>Y.5</b>	<b>Y.6</b>	<b>Y.7</b>	<b>Y.8</b>	<b>Y.9</b>	<b>Y.10</b>	<b>Y.Total</b>
4,473	3,678	3,595	4,364	2,212	2,248	3,808	3,582	2,356	4,364	34,680
3,236	2,327	2,283	4,364	3,486	3,539	2,390	3,582	3,718	4,364	33,289
4,473	3,678	2,283	4,364	3,486	3,539	2,390	2,229	1,000	2,966	30,409
3,236	2,327	3,595	2,024	2,212	3,539	3,808	1,000	2,356	2,966	27,064
2,148	1,000	1,000	3,090	3,486	2,248	2,390	2,229	1,000	2,966	21,557
3,236	2,327	2,283	2,024	3,486	3,539	2,390	1,000	1,000	2,966	24,251
3,236	2,327	3,595	3,090	1,000	1,000	3,808	2,229	2,356	4,364	27,006
3,236	2,327	2,283	3,090	2,212	2,248	2,390	2,229	2,356	2,966	25,337
4,473	2,327	3,595	3,090	3,486	2,248	1,000	3,582	2,356	1,787	27,944
3,236	3,678	3,595	3,090	2,212	2,248	1,000	2,229	3,718	4,364	29,371
4,473	3,678	2,283	4,364	1,000	1,000	2,390	2,229	1,000	2,966	25,383
2,148	2,327	2,283	4,364	3,486	2,248	1,000	2,229	2,356	1,787	24,229
4,473	2,327	2,283	4,364	2,212	2,248	3,808	2,229	1,000	1,787	26,733
3,236	3,678	3,595	3,090	1,000	3,539	3,808	1,000	2,356	2,966	28,269
4,473	3,678	2,283	3,090	1,000	2,248	2,390	3,582	2,356	4,364	29,463
4,473	2,327	2,283	4,364	3,486	2,248	2,390	2,229	3,718	4,364	31,882
2,148	1,000	2,283	4,364	3,486	2,248	2,390	3,582	2,356	2,966	26,822
3,236	3,678	2,283	3,090	2,212	3,539	2,390	3,582	3,718	4,364	32,093
2,148	2,327	2,283	4,364	3,486	2,248	2,390	2,229	2,356	2,966	26,797
2,148	2,327	3,595	3,090	2,212	3,539	3,808	2,229	3,718	2,966	29,634
4,473	2,327	2,283	2,024	1,000	1,000	3,808	3,582	3,718	4,364	28,579
4,473	2,327	2,283	3,090	3,486	3,539	3,808	3,582	2,356	4,364	33,309
3,236	2,327	2,283	3,090	1,000	1,000	3,808	3,582	3,718	2,966	27,010
3,236	2,327	1,000	3,090	3,486	3,539	2,390	2,229	2,356	1,000	24,654
1,000	1,000	1,000	3,090	2,212	2,248	2,390	3,582	2,356	2,966	21,843
4,473	1,000	2,283	3,090	2,212	2,248	2,390	2,229	2,356	2,966	25,247
3,236	1,000	2,283	4,364	2,212	3,539	3,808	1,000	3,718	2,966	28,127
2,148	2,327	1,000	3,090	2,212	1,000	3,808	3,582	2,356	2,966	24,489
3,236	2,327	3,595	2,024	2,212	1,000	3,808	3,582	1,000	2,966	25,750
3,236	3,678	3,595	1,000	1,000	1,000	3,808	3,582	2,356	4,364	27,619
3,236	3,678	2,283	4,364	3,486	3,539	2,390	2,229	3,718	2,966	31,890
3,236	2,327	2,283	3,090	2,212	2,248	2,390	2,229	2,356	2,966	25,337
4,473	3,678	3,595	4,364	2,212	2,248	2,390	3,582	2,356	2,966	31,863
2,148	2,327	1,000	2,024	2,212	2,248	2,390	3,582	2,356	4,364	24,650
3,236	2,327	1,000	3,090	2,212	2,248	3,808	3,582	2,356	4,364	28,223
2,148	1,000	1,000	2,024	2,212	2,248	2,390	2,229	2,356	4,364	21,971
3,236	3,678	3,595	4,364	3,486	3,539	3,808	3,582	1,000	2,966	33,255

**Lampiran 22 Transformasi Data Variabel *Quality of Work Life* (QWL) (X1)**

<b>Successive Interval</b>										
<b>X1.1</b>	<b>X1.2</b>	<b>X1.3</b>	<b>X1.4</b>	<b>X1.5</b>	<b>X1.6</b>	<b>X1.7</b>	<b>X1.8</b>	<b>X1.9</b>	<b>X1.10</b>	<b>X1.Total</b>
3,517	1,000	2,448	2,393	2,324	3,635	3,738	2,319	2,327	3,423	27,124
3,517	3,827	3,882	3,786	2,324	3,635	3,738	2,319	1,000	2,149	30,178
2,201	2,411	2,448	1,000	2,324	5,338	3,738	3,643	2,327	3,423	28,853
3,517	2,411	2,448	2,393	3,643	3,635	1,000	2,319	2,327	3,423	27,116
2,201	2,411	2,448	1,000	3,643	2,205	1,000	1,000	2,327	3,423	21,658
1,000	2,411	2,448	2,393	1,000	3,635	3,738	2,319	2,327	2,149	23,420
1,000	1,000	1,000	2,393	2,324	3,635	2,363	2,319	2,327	2,149	20,511
3,517	2,411	2,448	2,393	1,000	3,635	2,363	3,643	3,678	2,149	27,238
2,201	2,411	2,448	3,786	1,000	3,635	1,000	3,643	2,327	3,423	25,875
3,517	3,827	3,882	2,393	1,000	2,205	1,000	2,319	3,678	3,423	27,244
3,517	2,411	2,448	3,786	2,324	3,635	2,363	3,643	2,327	2,149	28,605
2,201	2,411	3,882	3,786	2,324	2,205	1,000	2,319	2,327	3,423	25,879
2,201	2,411	2,448	2,393	2,324	3,635	2,363	2,319	2,327	2,149	24,571
3,517	2,411	2,448	2,393	2,324	3,635	2,363	2,319	3,678	2,149	27,238
3,517	3,827	1,000	2,393	2,324	3,635	3,738	1,000	3,678	3,423	28,535
2,201	2,411	3,882	2,393	3,643	3,635	2,363	3,643	3,678	2,149	30,000
3,517	3,827	2,448	2,393	3,643	3,635	3,738	3,643	2,327	2,149	31,320
3,517	2,411	3,882	3,786	1,000	3,635	3,738	2,319	2,327	1,000	27,616
2,201	3,827	3,882	2,393	2,324	3,635	3,738	2,319	2,327	3,423	30,069
3,517	3,827	2,448	1,000	3,643	2,205	3,738	1,000	1,000	1,000	23,377
3,517	3,827	2,448	1,000	2,324	3,635	2,363	2,319	2,327	1,000	24,760
1,000	2,411	2,448	3,786	3,643	3,635	2,363	3,643	2,327	3,423	28,681
3,517	2,411	3,882	2,393	2,324	2,205	2,363	2,319	3,678	2,149	27,242
2,201	3,827	2,448	2,393	1,000	3,635	2,363	1,000	3,678	3,423	25,968
2,201	3,827	1,000	2,393	3,643	3,635	2,363	2,319	1,000	1,000	23,381
1,000	2,411	3,882	3,786	2,324	3,635	2,363	1,000	1,000	3,423	24,826
3,517	2,411	2,448	1,000	2,324	3,635	2,363	2,319	1,000	1,000	22,018
2,201	1,000	2,448	1,000	1,000	2,205	2,363	2,319	2,327	2,149	19,012
2,201	2,411	2,448	2,393	2,324	2,205	2,363	2,319	2,327	2,149	23,140
2,201	3,827	3,882	2,393	2,324	5,338	2,363	1,000	3,678	1,000	28,007
2,201	2,411	2,448	2,393	2,324	3,635	2,363	2,319	2,327	2,149	24,571
3,517	3,827	3,882	2,393	1,000	2,205	2,363	2,319	1,000	3,423	25,928
3,517	3,827	3,882	3,786	3,643	3,635	2,363	1,000	2,327	3,423	31,404
2,201	2,411	2,448	2,393	2,324	2,205	2,363	2,319	3,678	3,423	25,765
2,201	2,411	1,000	1,000	2,324	3,635	1,000	1,000	3,678	3,423	21,673
1,000	1,000	2,448	2,393	2,324	3,635	2,363	3,643	2,327	2,149	23,283
2,201	2,411	2,448	2,393	1,000	1,000	3,738	3,643	3,678	2,149	24,661

### Lampiran 23 Transformasi Data Variabel Komunikasi Organisasi (X2)

<b>Successive Interval</b>										
<b>X2.1</b>	<b>X2.2</b>	<b>X2.3</b>	<b>X2.4</b>	<b>X2.5</b>	<b>X2.6</b>	<b>X2.7</b>	<b>X2.8</b>	<b>X2.9</b>	<b>X2.10</b>	<b>X2.Total</b>
2,384	3,564	2,260	3,861	3,564	2,273	1,000	2,256	2,454	3,716	27,332
1,000	2,327	3,511	3,861	2,237	3,613	2,303	3,569	2,454	2,315	27,190
2,384	2,327	2,260	2,431	3,564	2,273	3,674	2,256	2,454	2,315	25,938
1,000	1,000	3,511	3,861	2,237	2,273	3,674	2,256	2,454	2,315	24,581
1,000	2,327	1,000	1,000	2,237	2,273	3,674	1,000	3,895	3,716	22,122
2,384	3,564	2,260	1,000	3,564	3,613	3,674	2,256	2,454	2,315	27,084
1,000	1,000	2,260	2,431	3,564	2,273	3,674	3,569	2,454	2,315	24,540
3,545	3,564	2,260	2,431	2,237	1,000	2,303	2,256	2,454	3,716	25,765
2,384	2,327	1,000	3,861	3,564	2,273	2,303	3,569	2,454	3,716	27,451
1,000	2,327	2,260	2,431	2,237	3,613	2,303	3,569	2,454	2,315	24,508
1,000	1,000	1,000	2,431	2,237	2,273	2,303	3,569	2,454	1,000	19,266
1,000	1,000	2,260	1,000	2,237	2,273	2,303	2,256	3,895	3,716	21,939
1,000	1,000	3,511	2,431	2,237	1,000	2,303	2,256	2,454	2,315	20,506
1,000	1,000	1,000	1,000	2,237	1,000	1,000	2,256	3,895	3,716	18,104
3,545	2,327	3,511	2,431	2,237	2,273	2,303	2,256	1,000	2,315	24,197
1,000	1,000	1,000	1,000	3,564	1,000	3,674	1,000	1,000	2,315	16,553
2,384	2,327	2,260	2,431	2,237	2,273	2,303	2,256	2,454	2,315	23,239
2,384	2,327	3,511	2,431	3,564	3,613	1,000	2,256	2,454	2,315	25,855
2,384	2,327	2,260	2,431	2,237	2,273	2,303	2,256	2,454	2,315	23,239
1,000	2,327	2,260	2,431	3,564	2,273	2,303	3,569	1,000	3,716	24,443
1,000	2,327	3,511	3,861	2,237	2,273	2,303	3,569	3,895	3,716	28,692
2,384	2,327	3,511	2,431	1,000	3,613	3,674	2,256	2,454	3,716	27,366
1,000	1,000	2,260	1,000	3,564	1,000	2,303	2,256	2,454	1,000	17,836
2,384	1,000	1,000	2,431	3,564	3,613	1,000	1,000	2,454	2,315	20,761
1,000	1,000	2,260	2,431	2,237	3,613	3,674	2,256	1,000	2,315	21,786
1,000	1,000	2,260	2,431	3,564	3,613	3,674	1,000	2,454	3,716	24,711
2,384	1,000	1,000	2,431	2,237	3,613	3,674	2,256	3,895	3,716	26,206
1,000	3,564	3,511	2,431	2,237	3,613	2,303	1,000	1,000	2,315	22,974
1,000	1,000	2,260	1,000	1,000	2,273	2,303	3,569	3,895	3,716	22,016
1,000	1,000	1,000	2,431	1,000	2,273	3,674	3,569	2,454	3,716	22,116
2,384	2,327	2,260	2,431	3,564	3,613	3,674	3,569	3,895	3,716	31,434
1,000	2,327	1,000	2,431	2,237	3,613	2,303	3,569	2,454	3,716	24,649
1,000	1,000	1,000	2,431	3,564	2,273	2,303	1,000	2,454	2,315	19,339
1,000	2,327	2,260	2,431	1,000	2,273	3,674	2,256	3,895	3,716	24,832
3,545	3,564	3,511	3,861	3,564	2,273	3,674	3,569	2,454	3,716	33,731
2,384	2,327	2,260	2,431	1,000	3,613	3,674	2,256	3,895	1,000	24,840
2,384	2,327	2,260	3,861	3,564	3,613	2,303	3,569	2,454	2,315	28,651

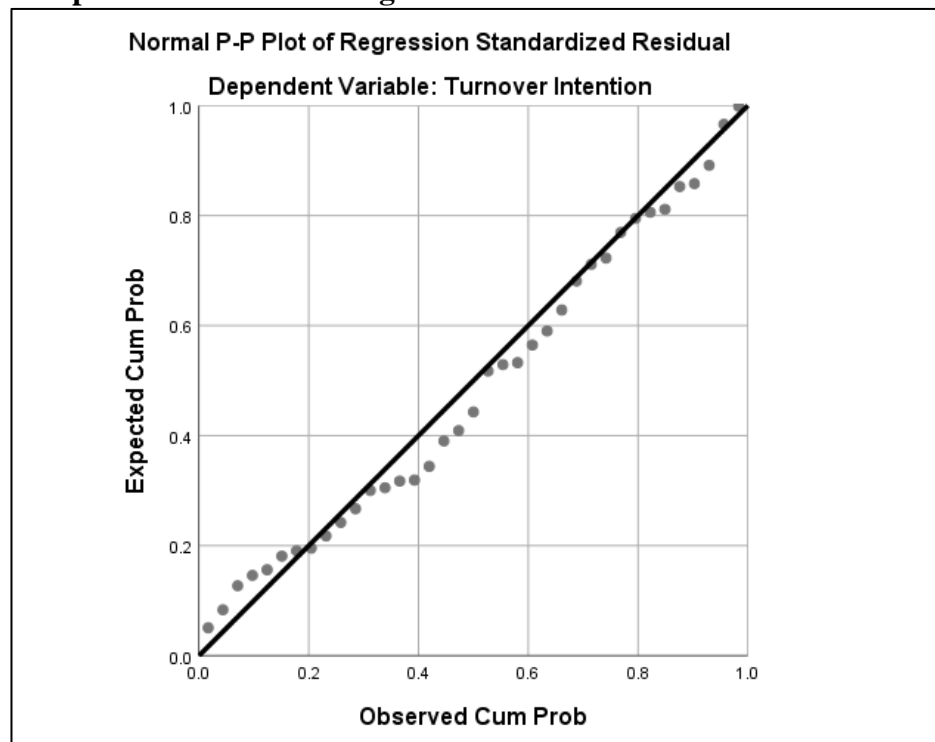
**Lampiran 24 Transformasi Data Variabel *Work Life Balance* (X3)**

<b>Successive Interval</b>										
<b>X3.1</b>	<b>X3.2</b>	<b>X3.3</b>	<b>X3.4</b>	<b>X3.5</b>	<b>X3.6</b>	<b>X3.7</b>	<b>X3.8</b>	<b>X3.9</b>	<b>X3.10</b>	<b>X3.Total</b>
3,734	2,357	2,324	3,345	4,739	2,491	3,678	2,400	2,392	2,312	29,771
2,403	1,000	2,324	4,596	3,491	3,964	2,327	2,400	1,000	2,312	25,817
2,403	2,357	1,000	3,345	2,308	2,491	2,327	2,400	1,000	2,312	21,943
3,734	4,596	3,643	3,345	2,308	1,000	2,327	2,400	2,392	2,312	28,056
3,734	2,357	2,324	2,205	3,491	2,491	1,000	1,000	2,392	3,595	24,589
3,734	3,451	2,324	1,000	2,308	2,491	1,000	1,000	1,000	2,312	20,620
3,734	4,596	2,324	3,345	4,739	2,491	3,678	3,801	3,772	2,312	34,792
2,403	3,451	2,324	4,596	3,491	1,000	1,000	2,400	2,392	1,000	24,057
3,734	3,451	1,000	2,205	2,308	2,491	2,327	2,400	1,000	2,312	23,227
2,403	2,357	1,000	2,205	3,491	2,491	2,327	2,400	2,392	1,000	22,066
2,403	2,357	2,324	2,205	3,491	2,491	1,000	2,400	1,000	1,000	20,671
3,734	3,451	2,324	2,205	2,308	2,491	2,327	3,801	2,392	1,000	26,033
3,734	3,451	2,324	3,345	3,491	2,491	2,327	2,400	2,392	2,312	28,266
2,403	2,357	1,000	2,205	3,491	1,000	1,000	2,400	1,000	1,000	17,856
3,734	4,596	2,324	3,345	4,739	3,964	1,000	1,000	1,000	1,000	26,701
2,403	3,451	2,324	3,345	2,308	3,964	2,327	2,400	1,000	2,312	25,834
3,734	4,596	2,324	4,596	2,308	2,491	2,327	2,400	2,392	2,312	29,479
3,734	3,451	3,643	4,596	3,491	2,491	2,327	2,400	2,392	1,000	29,524
2,403	2,357	2,324	3,345	4,739	2,491	2,327	2,400	2,392	1,000	25,778
3,734	4,596	2,324	3,345	2,308	2,491	3,678	3,801	3,772	3,595	33,645
5,160	3,451	1,000	3,345	3,491	3,964	3,678	2,400	1,000	2,312	29,800
3,734	2,357	3,643	4,596	3,491	2,491	3,678	2,400	2,392	1,000	29,781
3,734	2,357	3,643	3,345	1,000	2,491	2,327	1,000	1,000	2,312	23,208
3,734	3,451	2,324	3,345	3,491	2,491	2,327	2,400	2,392	2,312	28,266
2,403	3,451	1,000	2,205	3,491	2,491	3,678	3,801	2,392	2,312	27,224
1,000	2,357	1,000	3,345	4,739	2,491	2,327	1,000	2,392	1,000	21,650
5,160	4,596	2,324	3,345	4,739	3,964	3,678	3,801	2,392	3,595	37,594
3,734	4,596	3,643	4,596	3,491	3,964	3,678	3,801	3,772	3,595	38,870
2,403	3,451	3,643	4,596	3,491	2,491	2,327	3,801	2,392	3,595	32,190
2,403	3,451	1,000	2,205	3,491	2,491	3,678	3,801	3,772	3,595	29,888
3,734	2,357	2,324	3,345	3,491	3,964	3,678	3,801	1,000	3,595	31,289
3,734	4,596	3,643	3,345	2,308	1,000	2,327	2,400	2,392	1,000	26,744
3,734	3,451	2,324	3,345	3,491	2,491	2,327	2,400	2,392	2,312	28,266
2,403	3,451	3,643	3,345	3,491	2,491	2,327	2,400	3,772	2,312	29,635
2,403	3,451	1,000	4,596	4,739	1,000	2,327	2,400	2,392	2,312	26,619
5,160	2,357	2,324	2,205	2,308	2,491	2,327	2,400	2,392	2,312	26,276
3,734	4,596	2,324	4,596	2,308	3,964	3,678	1,000	2,392	2,312	30,904

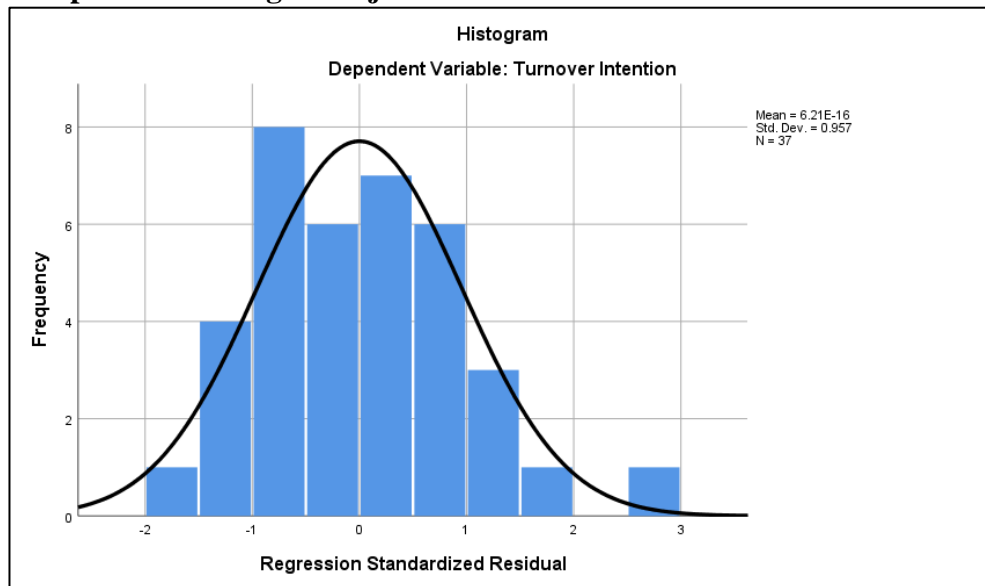
### Lampiran 25 Grafik Uji Kolmogorov Smirnov

<b>One-Sample Kolmogorov-Smirnov Test</b>		Unstandardized Residual
N		37
Normal Parameters <sup>a,b</sup>	Mean	.0000000
	Std. Deviation	1.45841021
Most Extreme Differences	Absolute	.095
	Positive	.095
	Negative	-.063
Test Statistic		.095
Asymp. Sig. (2-tailed)		.200 <sup>c,d</sup>
<p>a. Test distribution is Normal.</p> <p>b. Calculated from data.</p> <p>c. Lilliefors Significance Correction.</p> <p>d. This is a lower bound of the true significance.</p>		

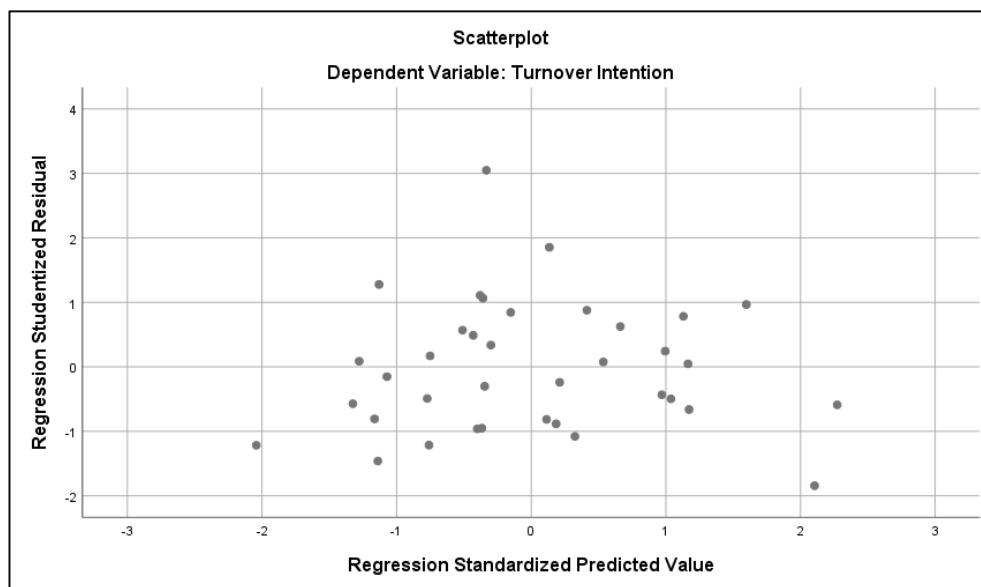
### Lampiran 26 P-P Plot of regression standardized residual



### Lampiran 27 Histogram Uji Normalitas



### Lampiran 28 Heteroskedastisitas



### Lampiran 29 Hasil Uji Multikolinearitas

Coefficients <sup>a</sup>			
Model		Collinearity Statistics	
		Tolerance	VIF
1	(Constant)		
	Quality of Work Life (QWL)	.878	1.140
	Komunikasi Organisasi	.947	1.056
	Work Life Balance	.910	1.099

a. Dependent Variable: Turnover Intention

### Lampiran 30 Hasil Uji t

Coefficients <sup>a</sup>						
Model		Unstandardized Coefficients		Standardized	t	Sig.
		B	Std. Error	Coefficients Beta		
1	(Constant)	42.152	5.152		8.182	.000
	Quality of Work Life (QWL)	-.301	.099	-.374	-3.054	.004
	Komunikasi Organisasi	-.259	.074	-.413	-3.500	.001
	Work Life Balance	.512	.099	.620	5.151	.000

a. Dependent Variable: Turnover Intention

### Lampiran 31 Hasil Uji F

ANOVA <sup>a</sup>						
Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	99.429	3	33.143	14.284	.000 <sup>b</sup>
	Residual	76.571	33	2.320		
	Total	176.000	36			

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Work Life Balance, Komunikasi Organisasi, Quality of Work Life (QWL)



### Lampiran 32 Hasil Uji Koefisien Determinasi

<b>Model Summary<sup>b</sup></b>					
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate	Durbin-Watson
1	.752 <sup>a</sup>	.565	.525	1.52326	2.196
a. Predictors: (Constant), Work Life Balance, Komunikasi Organisasi, Quality of Work Life (QWL)					
b. Dependent Variable: Turnover Intention					