

LAMPIRAN - LAMPIRAN

LAMPIRAN

1



UNIVERSITAS KUNINGAN
FAKULTAS EKONOMI DAN BISNIS

Kampus 1 : Jalan Tjut Nyak Dhien No. 36A Cijoho Kuningan Telp./Fax (0232) 872848 Kode Pos 45513

Nomor : 2477/FEB-UNIKU/KNG/AK/2023
Lampiran : 1 (satu) eksemplar
Perihal : Pengantar Pembimbingan Usulan Penelitian dan Skripsi

Kepada:
Yth. 1. Dr. H. Iskandar, M.M
2. Ilham Akbar, S.E., M.Si

di
Tempat

Dengan hormat,

Bersama ini kami sampaikan mahasiswa yang akan melaksanakan pembimbingan Usulan Penelitian dan Skripsi dibawah bimbingan Bapak/Ibu.

N a m a : Muhammad Aksha Nur Ibrahim
NIM : 20200510295
Program Studi : Manajemen

Waktu bimbingan selama-lamanya 1 (satu) tahun atau 2 (dua) semester, terhitung mulai tanggal ditetapkannya surat ini. apabila proses pembimbingan melebihi dari 1 (satu) tahun atau 2 (dua) semester maka mahasiswa diwajibkan untuk melakukan kontrak kredit lagi untuk semester yang akan berlangsung.

Demikian surat pengantar ini dibuat, atas perhatiannya kami ucapkan terima kasih.



Kuningan, 23 October 2023
Wakil Dekan I

Enung Nurhayati, S.E., M.Si., Ak., C.A
NIK. 41038071256

Tembusan :
Yth. 1. Pembimbing I, Pembimbing II.
2. Mahasiswa.



UNIVERSITAS KUNINGAN
FAKULTAS EKONOMI DAN BISNIS

Kampus I : Jalan Tjut Nyak Dhien No.36 A. Cijoho Kuningan Telepon/Fax. (0232) 872848

Nomor : 741/FEB-UNIKU/KNG/KM/2022
 Hal : Permohonan Ijin Mengadakan Observasi

Kuningan, 19 Maret 2024

Yth. Manajer CV. Surya Nedika Isabella
 Jl. Mayor Idma No.780, Babakanmulya, Kec. Jalaksana, Kabupaten Kuningan
 Di
 Tempat

Dalam upaya memenuhi salah satu tugas mata kuliah *Skripsi* setiap mahasiswa yang mengontrak mata kuliah tersebut diwajibkan mengadakan observasi. Dalam kaitannya dengan hal tersebut maka diperlukan data-data lapangan guna penyusunan hasil pengamatannya.

Sehubungan hal tersebut, dengan ini kami mohon kesediaan Bapak/Ibu untuk memberikan ijin kepada mahasiswa kami yang bermaksud mengadakan observasi Pada Instansi/ Perusahaan yang Bapak/Ibu Pimpin.

Adapun identitas mahasiswa yang akan mengadakan observasi tersebut adalah :

Nama	NIM	Tk./Prodi
Muhammad Aksha Nur Ibrahim	20200510295	IV / Manajemen

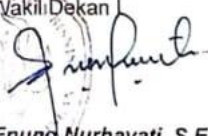
Demikian atas perhatian dan bantuan Bapak/Ibu kami sampaikan terima kasih.

Wakil Dekan I
 FEB- UNIKU,

 Enung Nurhayati, S.E., M.Si., Ak. CA.
 NIK. 41038071256

	UNIVERSITAS KUNINGAN FAKULTAS EKONOMI DAN BISNIS PROGRAM STUDI : AKUNTANSI & MANAJEMEN (TERAKREDITASI BAN PT.)	No. Dokumen :
		Berlaku Sejak :
		Revisi :
		Halaman :
BERITA ACARA BIMBINGAN USULAN PENELITIAN DAN SKRIPSI		

Nama Mahasiswa	M. AKSHA NUR IBRAHIM			Program Studi : Manajemen			
NIM	20200510295						
Pembimbing I	DT. H. Iskandar, M.M			Jenjang : Sarjana			
Pembimbing II	Ilham Akbar, SE., M.Si			Tahun : 2023			
Judul Skripsi	Pengaruh Lingkungan kerja, Pengembangan karir, kompensasi, dan Pensi karyawan terhadap Turnover Intention						
PEMBIMBING I				PEMBIMBING II			
No.	Tgl.	Sasaran Pembahasan	Paraf	No.	Tgl.	Sasaran Pembahasan	Paraf
1.	10/23	Bimbingan umum		1.	2/11/23	Bimbingan umum	
2.	31/12/23	Revisi Bab 1, 2, 3		2.	4/1	Bab I	
3.	2/24	acc sup		3.	20/12/23	Revisi Bab I	
4.	7/24	acc angket lanjut penul		4.	27/12/23	Revisi Bab 1, 2, 3	
5.	28/1/24	• sistem dan analisis data		5.	30/1/24	ACC SUP	
6.		• pembahasan		6.	28/1/24	ACC kuesioner	
7.		• kesimpulan		7.	19/03/24	Revisi Bab IV-V	
8.	11/04/25	acc SHP		8.	22/03/24	ACC SHP	
9.				9.			
10.				10.			

Kuningan, Rabu 15 Mei 2024
 Wakil Dekan I

Enung Nurhayati, S.E., M.Si., Ak., C.A
 NIK. 41038071256

	UNIVERSITAS KUNINGAN FAKULTAS EKONOMI DAN BISNIS PROGRAM STUDI : AKUNTANSI & MANAJEMEN (TERAKREDITASI BAN PT.)	No. Dokumen :
		Berlaku Sejak :
		Revisi :
		Halaman :
TRANSKRIP AKTIVITAS KEMAHASISWAAN (TAK)		

NAMA MAHASISWA	:	M. ARSHA NUR IBRAHIM
NOMOR INDUK MAHASISWA	:	20200510295
PROGRAM STUDI	:	Manajemen
TINGKAT / SEMESTER	:	4 / 7
KELAS / TAHUN ANGKATAN	:	Manaj-4H / 2020
DOSEN PEMBIMBING AKADEMIK	:	Dr. Munir Nur Komarudin, S.Pd., M.M.

DATA KEGIATAN :

NO.	NAMA KEGIATAN	TEMPAT & WAKTU PELAKSANAAN	BUKTI KEGIATAN	POINT
1.	PKKMB	Uniku, 16 Sept 2020	Sertifikat	10
2.	Monitoring Agama Islam	Uniku,	Sertifikat	4
3.	Manajemen Camp	Uniku, 7 Des 2020	Sertifikat	4
4.	Webinar Nasional Perpajakan	Daring, 26 Juni 2021	Sertifikat	6
5.	Webinar Nasional Keuirausahaan	Daring, 31. Juli 2021	Sertifikat	6
6.	Webinar Nasional Akademik	Uniku, 23 Des 2020	Sertifikat	6
7.	Webinar Seminar Nasional Kementekop	Uniku, 13 Sept 2020	Sertifikat	6
8.	Webinar OJK	Daring, 2 Nov 2021	Sertifikat	4
9.	KEM	Uniku, 13 Sept 2023	Sertifikat	3
10.	UEPT	Uniku, 2 Maret 2024	Sertifikat	3
11.	UNISAT	Uniku, 12 Des 2020	Sertifikat	6
12.	Anggota HUM	Uniku,	SK	3
13.	Pelatihan SPSS + Mendelay	Uniku, 16 Mar 2024	Sertifikat	2
14.	Seminar Keberuntungan Pusita	Uniku, 12 Nov 2023	Sertifikat	2
				(65) (53)

Kuningan, 16 Mei 2025

Wakil Dekan II


Dr. Dadang Suhardi, SE., M. M
 NIK. 41038111400

	UNIVERSITAS KUNINGAN FAKULTAS EKONOMI DAN BISNIS PROGRAM STUDI : AKUNTANSI & MANAJEMEN (TERAKREDITASI BAN PT.)	No. Dokumen :
		Berlaku Sejak :
		Revisi :
		Halaman :
HASIL PERBAIKAN SEMINAR PROPOSAL PENELITIAN		

Nama Mahasiswa : Muhammad Aksha Nur Ibrahim

NIM : 20200510295

Judul Penelitian : Pengaruh Lingkungan Kerja, Kompensasi, Pengembangan Karir,
dan Retensi Karyawan terhadap *Turnover Intention*

No	Saran Perbaikan	Hasil Perbaikan
1.	Retensi Karyawan dijadikan variabel X4, dan Variabel Y nya diganti menjadi <i>Turnover Intention</i> .	Dimulai dari cover sampai bab 3 variabel Y nya diganti menjadi <i>Turnover Intention</i> serta memasukan variabel Retensi karyawan sebagai variable X4

Kuningan, 01 Februari 2024
Penguji I,



Dr. H. Iskandar, M.M
NIP. 195405101985031001

	UNIVERSITAS KUNINGAN FAKULTAS EKONOMI DAN BISNIS PROGRAM STUDI : AKUNTANSI & MANAJEMEN (TERAKREDITASI BAN PT.)	No. Dokumen :
		Berlaku Sejak :
		Revisi :
		Halaman :
HASIL PERBAIKAN SEMINAR PROPOSAL PENELITIAN		

Nama Mahasiswa : Muhammad Aksha Nur Ibrahim

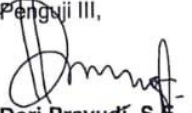
NIM : 20200510295

Judul Penelitian : Pengaruh Lingkungan Kerja, Kompensasi, Pengembangan Karir,
dan Retensi Karyawan terhadap *Turnover Intention*

No	Saran Perbaikan	Hasil Perbaikan
1.	Formula penghitungan <i>turnover intention</i> perlu di tuliskan pada latar belakang	Formula sudah dicantumkan (Hal. 7)
2.	Metode survey dalam penelitian perlu ditegaskan kembali	Metode sudah diperjelas dan dipertegas menggunakan data primer kuesioner dan pengumpulan data skala likert (hal. 59)
3.	Perbaiki tabel penelitian terdahulu	Tabel sudah diperbaiki (Hal. 39)
4.	Tambahkan dan perbaiki operasional variabelnya, terutama pada indicator setiap variabel	Tabel sudah diperbaiki berikut dengan indikatornya (Hal. 52)

Kuningan, 30 januari 2024

Penguji III,


Deri Prayudi, S.E., M.M
NIK. 410105900257

LAMPIRAN

2

Surat Pengantar Kuesioner Penelitian



CV. SURYA NEDIKA ISABELLA

Jl. Mayor Idma, Ds. Babakan Mulya No. 780 Kec. Jalaksana Kab. Kuningan Jawa Barat
Telp. (0232) 876876 email : sni_kuningan@ymail.com

Nomor : 016/SNI-KNG/XI/2023
Hal : Jawaban Permohonan Ijin Penelitian

Kepada Yth,
Dekan Fakultas Ekonomi dan Bisnis
Universitas Kuningan

Dengan Hormat

Sehubungan dengan adanya Surat Permohonan Ijin Penelitian No. 741/FEB-UNIKU/KNG/KM/2023 di tempat kami, maka dengan ini kami memberikan ijin tersebut untuk :

Nama Mahasiswa : Muhammad Aksha Nur Ibrahim
NPM : 20200510235
Tk/Prodi : IV/Manajemen
Judul/Masalah : Pengaruh Lingkungan Kerja, Kompensasi, Pengembangan Karir, dan Retensi Karyawan Terhadap Turn Over Intention

Demikian pemberitahuan ini kami sampaikan atas perhatiannya kami sampaikan terima kasih.

Kuningan, 13 November 2023

Hormat Kami

Ihsan Husodo
Manager

Kuesioner Peneltian**KUESIONER PENELITIAN**

**PENGARUH LINGKUNGAN KERJA, KOMPENSASI,
PENGEMBANGAN KARIR DAN RETENSI KARYAWAN TERHADAP
TURNOVER INTENTION
(SURVEI PADA KARYAWAN CV SURYA NEDIKA ISABELLA)**

Perihal : Permohonan Pengisian Kuesioner Penelitian

Lampiran : -

Kepada : Yth. Bapak/Ibu

Di CV Surya Nedika Isabella

Jalaksana, Kuningan

Dengan Hormat,

Saya yang bertanda tangan dibawah ini;

Nama : Muhammad Aksha Nur Ibrahim

NIM : 20200510295

Prodi : Manajemen

Adalah mahasiswa Fakultas Ekonomi dan Bisnis, Universitas Kuningan yang sedang menyusun sebuah skripsi sebagai salah satu syarat untuk memperoleh gelar Sarjana Ekonomi. Oleh karena itu, mohon Bapak/Ibu untuk menjawab pertanyaan-pertanyaan Kuesioner berikut ini.

Atas kesediaan Bapak/Ibu, penulis mengucapkan banyak terima kasih karena telah meluangkan waktunya untuk mengisi Kuesioner penelitian ini. Dan penulis mohon maaf, apabila ada pertanyaan yang kurang berkenan.

Hormat saya,

Muhammad Aksha Nur Ibrahim

I. IDENTITAS RESPONDEN

1. Nama Responden : _____
2. Jenis Kelamin : ☐ Laki-laki ☐ Perempuan
3. Tingkat Pendidikan : ☐ SMA/SMK/Sederajat ☐ S1/S2/S3
☐ Diploma ☐ Lainnya
4. Lama bekerja : ☐ <1 Tahun ☐ 5-10 Tahun
☐ 1-4 Tahun ☐ >10 Tahun

II. PETUNJUK PENGISIAN KUESIONER

1. Bacalah setiap pernyataan dan alternatif jawaban dengan cermat.
2. Berikan tanda ceklis (✓) pada alternatif jawaban yang paling sesuai menurut Bapak/Ibu.
3. Alternatif jawaban yang disediakan, yaitu:

SS	: Sangat Setuju	diberi skor 5
ST	: Setuju	diberi skor 4
N	: Netral	diberi skor 3
TS	: Tidak Setuju	diberi skor 2
STS	: Sangat Tidak Setuju	diberi skor 1
4. Untuk tiap butir pernyataan hanya diperbolehkan menjawab satu alternatif jawaban.
5. Jika terdapat kesalahan dalam memilih jawaban, berikan tanda (=) pada jawaban yang salah, kemudian beri tanda ceklis (✓) pada jawaban yang dianggap sesuai.
6. Isilah seluruh pernyataan yang ada tanpa terlewat satupun.

1. Kuesioner Lingkungan Kerja (X₁)

No	Pernyataan	skor penilaian				
		SS	ST	N	TS	STS
Penerangan atau Cahaya						
1	Pencahayaan sinar matahari di ruang kerja telah sesuai dengan kebutuhan					
2	Penerangan di ruang kerja telah sesuai dengan kebutuhan					
Suhu Udara						
3	Ruangan kerja dilengkapi sirkulasi udara yang baik					
4	Kondisi udara di ruang kerja telah sesuai dengan kebutuhan					
Suara Bising						
5	Lingkungan kerja terhindar dari suara bising					
6	Rungan tempat bekerja dilengkapi peredam suara agar terhindar dari kebisingan					
Kebersihan						
7	Lingkungan kerja terjaga kebersihannya					
8	Ruang tempat bekerja setiap pagi dan sore selalu dibersihkan					
Hubungan Kerja						
9	Hubungan saya dengan rekan kerja terjalin dengan baik Adanya petugas keamanan di lingkungan kantor membuat saya merasa aman dalam bekerja					
10	Hubungan saya dengan pemimpin terjalin dengan baik					
Keamanan Kerja						
11	Adanya petugas keamanan di lingkungan kantor membuat saya merasa aman dalam bekerja					
12	Kantor dilengkapi dengan alat pemadam kebakaran					

3. Kuesioner Pengembangan Karir (X₃)

No	Pernyataan	Skor Penilaian				
		SS	ST	N	TS	STS
Perlakuan yang adil dalam karir						
1	Saya merasa bahwa semua karyawan memiliki kesempatan yang sama untuk mendapatkan promosi					
2	Saya percaya bahwa keputusan manajemen terkait dengan penghargaan dan pengakuan didasarkan pada kinerja dan kontribusi yang adil					
Kepedulian para atasan langsung						

3	Saya merasa bahwa atasan langsung saya memperlakukan semua anggota tim dengan adil dan menghargai kontribusi mereka					
4	Atasan langsung saya mendengarkan dengan penuh perhatian saat saya memiliki masalah atau kebutuhan di tempat kerja					
Informasi mengenai peluang promosi						
5	Saya merasa bahwa perusahaan ini menyediakan informasi yang memadai tentang peluang promosi kepada karyawan					
6	Saya tahu bagaimana cara mengajukan diri untuk promosi di perusahaan ini					
Minat untuk dipromosikan						
7	Saya melihat promosi sebagai kesempatan untuk pertumbuhan dan perkembangan pribadi dan profesional saya					
8	Saya merasa bahwa saya memiliki potensi yang belum dimanfaatkan sepenuhnya dan saya ingin mengembangkan diri saya melalui promosi					

4. Kuesioner Retensi Karyawan (X4)

No	Pernyataan	Skor Penilaian				
		SS	ST	N	TS	STS
Komponen Organisasional						
1	Saya merasa bahwa nilai-nilai inti perusahaan ini tercermin dalam tindakan dan perilaku sehari-hari di tempat kerja					
2	Saya merasa bahwa saya memahami visi dan tujuan jangka panjang perusahaan ini					
3	Saya merasa bahwa perusahaan ini memiliki komitmen yang kuat terhadap kualitas dan keunggulan dalam semua aspek operasionalnya					
4	Saya merasa bahwa perusahaan ini mengutamakan keselamatan dan kesehatan					

	karyawan dalam semua aspek operasionalnya					
Peluang Karir Organisasional						
5	Saya merasa bahwa perusahaan ini secara teratur menyediakan pelatihan untuk meningkatkan keterampilan dan pengetahuan saya					
6	Saya merasa bahwa perusahaan ini mendukung pertumbuhan dan perkembangan karir saya melalui program pembinaan yang efektif					
7	Saya merasa bahwa saya memiliki akses yang memadai terhadap sumber daya dan dukungan untuk merencanakan karir saya di perusahaan ini					
Penghargaan						
8	Saya merasa bahwa gaji yang saya terima di perusahaan ini sebanding dengan tingkat kompetensi dan kontribusi saya					
9	Saya merasa bahwa perusahaan ini memperhatikan perbedaan dalam tingkat kinerja dan kontribusi karyawan dalam menetapkan penghargaan dan insentif					
10	Saya merasa bahwa perusahaan ini memperhatikan berbagai bentuk pengakuan, baik itu secara langsung dari manajemen maupun melalui program penghargaan formal					
11	Saya merasa bahwa perusahaan ini memberikan tunjangan tambahan yang sesuai dengan kontribusi dan pencapaian saya di tempat kerja					
Rancangan tugas dan pekerjaan						
12	Saya merasa bahwa perusahaan ini memberikan kesempatan bagi saya untuk mengambil inisiatif dalam menyelesaikan proyek atau tugas yang ditugaskan					
13	Saya merasa bahwa perusahaan ini memperhatikan kebutuhan keseimbangan antara pekerjaan dan kehidupan pribadi karyawan dalam menetapkan fleksibilitas kerja					

1	Saya berpikir untuk keluar dari pekerjaan					
2	Saya berpikir untuk meninggalkan pekerjaan ini bila fasilitas yang diberikan kurang memadai					
Kepuasan Kerja						
3	Saya tidak merasa puas dengan tugas yang diberikan					
4	Saya tidak merasa puas dengan gaji yang diterima					
Peluang eksternal						
5	Jika memiliki peluang untuk pekerjaan yang lebih baik, saya akan keluar					
6	Saya menghubungi beberapa teman untuk menanyakan lowongan pekerjaan					
<i>Job insecurity</i>						
7	Saya tidak tenang dalam bekerja apabila target tidak terpenuhi					
8	Saya merasa akan dikeluarkan apabila kinerja tidak maksimal					

LAMPIRAN

3

[illegible]

39	2	2	2	2	2	2	2	2	2	2	2	2	24
40	1	1	1	1	1	1	1	1	1	1	1	1	12
	38	36	41	38	36	43	38	36	41	38	36	39	

Variabel Kompensasi (X₂)

No Responden	Kompensasi (X ₂)						Total X ₂
	X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	
1	1	1	1	1	2	2	12
2	2	1	1	2	1	2	12
3	2	2	2	2	1	2	15
2	2	2	2	2	1	2	15
1	2	2	2	2	1	2	15
6	2	2	2	2	1	2	15
7	2	2	2	2	2	2	15
8	2	2	2	2	2	2	8
9	2	2	3	2	3	3	9
10	2	2	3	2	3	3	12
11	2	2	3	2	3	3	12
12	2	2	2	2	2	2	12
13	2	2	2	2	2	2	12
12	1	1	2	1	1	2	8
11	1	1	2	1	2	2	9
16	2	2	2	2	2	2	8
17	2	2	2	2	2	2	12
18	2	2	2	2	2	2	12
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21	2	2	2	2	2	2	12
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28	2	2	2	2	2	2	12
29	2	2	2	2	2	2	12
30	2	2	2	1	1	1	9
31	1	1	2	1	1	1	7
32	2	2	2	2	2	1	11
33	2	1	2	2	1	1	9
32	2	1	2	2	1	1	9
31	2	1	2	2	1	2	10
36	2	1	2	2	1	2	9
37	2	2	2	2	2	2	9
38	2	2	2	2	2	2	12

39	2	2	2	2	2	2	12
40	1	1	1	1	1	1	6
	73	68	80	72	68	77	

Variabel Pengembangan Karir (X₃)

[illegible]

No Re spon den	Retensi Karyawan (X2)																				To tal X2		
	X 2 . 1	X 2 . 2	X 2 . 3	X 2 . 2	X 2 . 1	X 2 . 6	X 2 . 7	X 2 . 8	X 2 . 9	X 2 . 0	X 2 . 1	X 2 . 2	X 2 . 3	X 2 . 2	X 2 . 1	X 2 . 6	X 2 . 7	X 2 . 8	X 2 . 9	X 2 . 0		X 2 . 1	X 2 . 2
1	1	1	1	1	2	2	2	1	2	2	1	2	2	2	2	2	2	2	2	2	2	2	86
2	2	1	2	2	1	1	2	1	2	1	1	2	1	2	2	1	2	2	1	1	2	1	86
3	2	1	2	2	2	2	2	2	2	2	2	2	1	2	2	1	2	2	2	2	2	2	103
2	2	1	2	2	2	2	2	2	2	2	2	2	1	2	2	1	2	2	2	2	2	2	103
1	2	1	2	2	2	2	2	2	2	2	2	2	1	2	2	1	2	2	2	2	2	2	103
6	2	1	2	2	2	2	2	2	2	2	2	2	1	2	2	1	2	2	2	2	2	2	103
7	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	103
8	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	155
9	2	3	3	2	2	3	2	2	2	2	3	2	3	3	2	3	3	2	2	3	2	2	160
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11	2	3	3	2	2	3	2	2	2	2	3	2	3	3	2	3	3	2	2	3	2	2	168
12	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	144
13	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	2	144
12	1	1	2	1	1	2	1	1	1	1	2	1	1	2	1	1	2	1	1	2	1	1	28
11	1	2	2	1	1	2	1	1	1	1	2	1	2	2	1	2	2	1	1	2	1	1	31

Variabel *Turnover Intention* (Y)

No Responden	<i>Turnover Intention</i> (Y)								Total Y
	Y.1	Y.2	Y.3	Y.2	Y.1	Y.6	Y.7	Y.8	
1	1	1	1	1	2	2	2	1	11
2	2	1	2	2	1	1	2	1	12
3	2	1	2	2	2	2	2	2	15
2	2	1	2	2	2	2	2	2	15
1	2	1	2	2	2	2	2	2	15
6	2	1	2	2	2	2	2	2	15
7	2	2	2	2	2	2	2	2	16
8	2	2	2	2	2	2	2	2	16
9	2	3	3	2	2	3	2	2	19
10	2	3	3	2	2	3	2	2	19
11	2	3	3	2	2	3	2	2	19
12	2	2	2	2	2	2	2	2	16
13	2	2	2	2	2	2	2	2	16
12	1	1	2	1	1	2	1	1	10
11	1	2	2	1	1	2	1	1	11
16	2	2	2	2	2	2	2	2	10
17	2	2	2	2	2	2	2	2	16
18	2	2	2	2	2	2	2	2	16
19	2	2	2	2	2	2	2	2	16
20	2	2	2	2	2	2	2	2	16
21	2	2	2	2	2	2	2	2	16
22	2	2	2	2	2	2	2	2	16
23	2	2	2	2	2	2	2	2	16
22	2	2	2	2	2	2	2	2	16
21	1	1	2	1	1	2	1	1	10
26	1	1	2	1	1	2	1	1	16
27	2	2	2	2	2	2	2	2	16
28	2	2	2	2	2	2	2	2	16
29	2	2	2	2	2	2	2	2	16
30	1	1	1	2	2	2	2	2	13
31	1	1	1	1	1	2	1	1	9
32	2	2	1	2	2	2	2	2	15
33	2	1	1	2	1	2	1	2	12
32	2	1	1	2	1	2	1	2	12
31	2	1	2	2	1	2	1	2	13
36	2	1	2	2	1	2	1	2	12
37	2	2	2	2	2	2	2	2	12
38	2	2	2	2	2	2	2	2	16
39	2	2	2	2	2	2	2	2	16
40	1	1	1	1	1	1	1	1	8
	72	67	76	73	69	81	70	72	

LAMPIRAN

4

Data Tabulasi Hasil Transform Interval

Variabel Lingkungan Kerja (X_1)

Successive Interval												Total X_1
4	5	5	4	5	4	4	5	5	4	5	5	
2,160	2,166	2,170	1,000	1,000	2,417	1,000	3,575	2,402	1,000	3,541	3,593	26,025
2,160	3,502	1,000	2,269	2,254	1,000	3,270	2,227	1,000	3,308	2,218	2,242	26,450
2,160	3,502	3,371	2,269	2,254	2,417	3,270	3,575	2,402	3,308	3,541	3,593	35,663
3,443	3,502	1,000	2,269	2,254	1,000	3,270	3,575	1,000	3,308	3,541	3,593	31,756
3,443	3,502	2,170	3,601	3,580	2,417	3,270	2,227	2,402	3,308	2,218	2,242	34,380
1,000	3,502	1,000	3,601	3,580	2,417	2,062	3,575	2,402	2,091	3,541	3,593	32,364
2,160	2,166	1,000	1,000	1,000	1,000	3,270	3,575	1,000	3,308	3,541	3,593	26,613
1,000	2,166	2,170	2,269	2,254	2,417	3,270	2,227	2,402	3,308	2,218	2,242	27,943
3,443	3,502	3,371	2,269	2,254	3,834	3,270	3,575	3,805	3,308	3,541	3,593	39,766
1,000	3,502	3,371	3,601	3,580	2,417	2,062	3,575	2,402	2,091	3,541	3,593	34,735
3,443	3,502	3,371	3,601	3,580	3,834	2,062	3,575	3,805	2,091	3,541	3,593	39,997
2,160	1,000	3,371	1,000	1,000	2,417	3,270	2,227	2,402	3,308	2,218	2,242	26,615
3,443	3,502	3,371	1,000	1,000	2,417	2,062	3,575	2,402	2,091	3,541	3,593	31,998
3,443	2,166	1,000	2,269	2,254	1,000	2,062	2,227	1,000	2,091	2,218	2,242	23,971
2,160	2,166	1,000	1,000	1,000	2,417	1,000	2,227	2,270	1,000	2,218	2,242	20,699
2,160	3,502	2,170	3,601	2,254	2,417	3,270	3,575	3,805	2,091	3,541	3,593	35,979
3,443	2,166	2,170	2,269	2,254	2,417	3,270	2,227	2,402	3,308	2,218	2,242	30,386
3,443	3,502	2,170	3,601	3,580	3,834	3,270	2,227	3,805	3,308	2,218	2,242	37,199
2,160	2,166	2,170	3,601	3,580	1,000	1,000	2,227	1,000	1,000	2,218	2,242	24,363
2,160	3,502	1,000	2,269	2,254	2,417	3,270	2,227	2,402	3,308	2,218	2,242	29,269
2,160	2,166	1,000	3,601	3,580	2,417	1,000	3,575	2,402	1,000	3,541	3,593	30,035
3,443	3,502	3,371	3,601	3,580	3,834	1,000	2,227	3,805	1,000	2,218	2,242	33,823
2,160	3,502	3,371	3,601	3,580	3,834	2,062	2,227	3,805	2,091	2,218	2,242	34,691
2,160	1,000	3,371	2,269	2,254	3,834	1,000	2,227	3,805	1,000	2,218	2,242	27,379
3,443	3,502	1,000	3,601	3,580	2,417	3,270	2,227	2,402	3,308	2,218	2,242	33,210
3,443	1,000	2,170	2,269	2,254	2,417	3,270	2,227	2,402	3,308	2,218	2,242	29,220
3,443	3,502	3,371	3,601	3,580	2,417	3,270	2,227	2,402	3,308	3,541	2,242	36,904
3,443	3,502	1,000	3,601	3,580	3,834	3,270	3,575	3,805	3,308	3,541	3,593	40,052
1,000	3,502	2,170	1,000	2,321	1,000	1,000	2,227	1,000	3,805	2,218	2,242	23,485
3,443	2,166	3,371	2,269	3,580	2,417	3,270	1,000	2,402	2,091	1,000	1,000	28,009
3,443	3,502	2,170	3,601	3,580	3,834	3,270	2,227	3,805	3,308	2,218	2,242	37,199
2,160	2,166	2,170	3,601	3,580	1,000	1,000	3,575	1,000	1,000	3,541	3,593	28,385
2,160	3,502	1,000	2,269	2,254	2,417	3,270	3,575	2,402	3,308	3,541	3,593	33,292
2,160	2,166	1,000	3,601	3,580	2,417	1,000	3,575	2,402	1,000	3,541	3,593	30,035
3,443	3,502	3,371	3,601	3,580	3,834	1,000	2,227	3,805	1,000	2,218	2,242	33,823
2,160	3,502	3,371	3,601	3,580	3,834	2,062	3,575	3,805	2,091	3,541	3,593	38,714
2,160	1,000	3,371	2,269	2,254	3,834	1,000	2,227	3,805	1,000	2,218	2,242	27,379
3,443	3,502	1,000	3,601	3,580	2,417	3,270	3,575	2,402	3,308	2,218	3,593	35,910
3,443	1,000	2,170	2,269	2,254	2,417	3,270	1,000	2,402	3,308	1,000	1,000	25,533
3,443	3,502	3,371	3,601	3,580	2,417	3,270	2,227	2,402	3,308	2,218	2,242	35,581

Variabel Kompensasi (X₂)

Successive Interval						
5	5	5	5	4	4	Total X2
5,244	2,496	3,541	3,593	2,210	3,593	20,678
3,559	3,559	3,200	3,593	3,558	3,490	20,960
3,559	2,496	3,541	3,593	3,593	3,593	20,377
3,559	3,871	3,541	3,593	2,345	3,593	20,504
5,244	3,963	5,244	2,242	3,491	2,242	22,425
5,244	3,963	3,541	3,593	3,491	3,593	23,426
5,244	2,496	3,541	3,593	2,210	3,593	20,678
3,559	3,963	3,789	2,242	3,491	3,890	20,934
3,559	3,963	3,541	3,593	3,491	3,593	21,741
5,244	3,963	3,541	3,593	3,491	3,593	23,426
3,559	3,963	3,541	3,593	3,491	3,593	21,741
3,559	3,963	2,980	3,600	3,491	3,080	20,673
3,559	3,963	3,541	3,593	3,491	3,593	21,741
3,559	3,963	3,567	2,242	3,491	3,213	20,035
3,559	2,496	3,678	3,678	3,593	3,343	20,347
2,456	2,496	3,678	3,593	4,240	3,593	20,057
3,559	2,496	3,559	3,678	4,240	3,488	21,020
3,559	3,456	3,559	3,678	4,240	3,488	21,980
5,224	3,099	3,559	3,678	3,488	2,242	21,290
5,244	2,496	3,559	2,242	3,488	5,224	22,253
1,936	2,496	3,541	3,593	4,240	5,224	21,031
5,244	3,496	2,218	2,242	5,224	2,242	20,666
5,244	2,496	2,218	2,242	2,210	2,242	16,652
3,559	2,496	2,218	2,242	2,210	2,242	14,967
3,559	1,000	2,218	2,242	5,224	2,242	16,485
3,559	2,496	2,218	2,242	5,224	2,242	17,981
1,936	2,496	3,541	2,242	2,210	2,242	14,667
3,559	2,496	3,541	3,593	2,210	3,593	18,993
3,559	1,000	2,218	2,242	5,224	2,242	16,485
3,559	2,496	2,496	5,224	2,210	3,593	19,578
3,559	3,963	2,218	2,242	3,491	2,242	17,715
1,936	3,963	3,541	3,593	3,491	3,593	20,118
3,559	2,496	3,541	3,593	2,210	3,593	18,993
3,559	2,496	3,541	3,593	2,210	3,593	18,993
3,559	2,496	2,218	2,242	3,491	2,242	16,249
3,559	3,963	3,541	3,593	3,491	3,593	21,741
3,559	2,496	2,218	2,242	3,491	2,242	16,249
3,559	2,496	2,218	3,593	2,210	3,593	17,670
3,559	2,496	2,218	3,569	1,000	3,535	16,377
3,559	3,963	2,218	2,242	3,491	2,242	17,715

Variabel Pengembangan Karir (X₃)

Successive Interval								
5	4	4	4	4	4	4	4	Total X3
3,593	2,421	3,541	3,541	2,119	2,119	1,000	2,607	20,941
2,242	2,421	2,218	2,218	3,593	2,119	2,610	2,607	20,028
3,593	3,840	3,541	3,541	4,019	3,487	2,610	4,127	28,760
3,593	2,421	3,541	3,541	2,538	3,487	2,610	4,127	25,860
2,242	2,421	2,218	2,218	4,019	3,487	3,593	2,607	22,806
3,593	1,000	3,541	3,541	4,019	3,487	3,593	2,607	25,383
3,593	2,421	3,541	3,541	4,019	3,487	2,610	4,127	27,341
2,242	1,000	2,218	2,218	4,019	3,487	2,610	4,127	21,922
3,593	2,421	3,541	3,541	4,019	3,487	2,610	2,607	25,820
3,593	2,421	3,541	3,541	4,019	3,487	2,610	4,127	27,341
3,593	1,000	3,541	3,541	2,538	3,487	2,610	4,127	24,439
2,242	3,593	2,218	2,218	2,538	3,487	2,610	4,127	23,035
3,593	3,593	3,541	3,541	2,538	3,487	2,610	4,127	27,032
2,242	3,593	3,593	3,593	3,593	2,119	2,119	2,607	23,460
2,242	2,421	2,218	2,218	2,538	2,538	2,538	4,127	20,841
3,593	2,421	3,541	3,541	2,538	1,000	1,000	2,607	20,242
2,242	3,840	2,218	2,218	2,538	3,487	2,610	4,127	23,281
2,242	2,421	2,218	2,218	2,538	2,119	2,610	4,127	20,493
2,242	3,840	2,218	2,218	2,538	2,119	2,610	2,607	20,392
2,242	2,421	2,218	2,218	2,538	3,487	1,000	4,127	20,252
3,593	2,421	3,541	3,541	2,538	3,487	1,000	2,607	22,729
2,242	2,421	2,218	2,218	2,538	3,487	2,538	2,607	20,269
2,242	3,840	2,218	2,218	2,538	3,487	2,610	4,127	23,281
2,242	2,421	2,218	2,218	2,538	3,487	2,610	4,127	21,862
2,242	3,840	2,218	2,218	2,538	3,487	1,000	2,607	20,151
2,242	2,421	2,218	2,218	2,538	2,119	2,610	2,607	18,972
2,242	3,840	3,541	3,541	4,019	3,487	2,610	4,127	27,409
3,593	2,421	3,541	3,541	4,019	3,487	1,000	2,607	24,210
2,242	2,421	2,218	2,218	2,538	3,487	2,610	4,127	21,862
1,000	3,840	1,000	1,000	2,538	1,000	1,000	2,607	13,985
3,345	3,899	3,232	3,456	3,174	3,564	3,213	3,444	27,327
1,000	2,455	4,442	3,456	1,000	2,931	1,000	1,000	17,284
1,000	3,899	4,442	3,456	2,674	2,931	2,695	1,000	22,096
1,000	3,899	4,442	3,456	2,674	2,931	2,695	1,000	22,096
1,000	3,899	2,769	3,456	2,674	2,931	2,695	1,000	20,424
1,000	3,899	2,769	3,456	2,674	2,931	2,695	2,695	22,118
1,000	2,455	2,769	3,456	3,456	2,931	1,000	2,695	19,763
1,000	2,455	2,769	3,456	1,000	2,931	4,950	2,695	21,257
1,000	2,455	2,769	2,829	1,000	2,931	4,950	1,000	18,935
2,750	3,899	4,442	2,829	2,674	4,950	2,695	2,785	27,023

Variabel Retensi Karyawan (X₄)

Successive Interval																						
5	5	5	5	4	4	4	5	4	4	5	4	4	4	4	4	4	4	4	4	4	Total X4	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,750	1,000	1,000	2,775	1,000	2,455	1,000	1,000	2,455	2,769	1,000	1,000	1,000	1,000	30,204	
1,000	2,853	2,732	1,000	2,674	1,000	1,000	1,000	1,000	2,674	1,000	1,000	1,000	2,769	1,000	1,000	1,000	1,000	1,000	1,000	1,000	30,702	
1,000	2,853	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,899	2,769	1,000	1,000	1,000	1,000	1,000	1,000	1,000	33,072	
1,000	2,853	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	1,000	2,769	1,000	2,899	1,000	1,000	1,000	1,000	1,000	33,072	
1,000	2,853	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,899	2,769	1,000	2,899	2,769	1,000	1,000	1,000	1,000	34,853	
1,000	2,853	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,899	2,769	1,000	2,899	2,769	1,000	1,000	1,000	1,000	34,853	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,455	1,000	1,000	1,000	2,769	1,000	1,000	2,931	1,000	32,241	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	1,000	1,000	35,421	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	22,000	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	22,000	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	22,000	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	1,000	1,000	35,421	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	1,000	1,000	1,000	2,140	1,000	34,792	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,785	2,899	2,769	2,785	2,445	2,769	2,829	1,000	2,140	1,000	35,422	
2,140	2,421	2,140	1,000	2,674	1,000	2,695	2,750	1,000	1,000	1,000	2,785	1,000	1,000	1,000	1,000	1,000	1,000	2,674	1,000	2,695	35,973	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	1,000	2,769	1,000	1,000	2,931	1,000	35,897	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	1,000	2,769	1,000	1,000	1,000	1,000	33,966	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	1,000	1,000	35,421	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	1,000	1,000	1,000	2,455	2,769	1,000	1,000	2,140	1,000	33,337	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	1,000	1,000	35,421	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	1,000	1,000	1,000	1,000	1,000	33,652	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	1,000	1,000	1,000	2,931	1,000	35,583	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,455	1,000	1,000	2,455	2,769	1,000	1,000	2,931	1,000	33,696	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	1,000	2,769	1,000	1,000	2,931	1,000	35,897	
1,000	1,000	1,000	2,785	2,674	1,000	2,695	1,000	1,000	2,674	1,000	1,000	1,000	2,769	1,000	1,000	1,000	1,000	2,674	2,931	2,695	35,896	
1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	22,000	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,140	1,000	2,455	1,000	1,000	1,000	2,931	1,000	34,954	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	1,000	1,000	1,000	1,000	1,000	33,652	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	1,000	1,000	35,421	
2,750	1,000	2,360	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,785	1,000	2,442	2,785	1,000	2,442	1,000	1,000	2,931	1,000	33,496	
2,750	1,000	2,360	1,000	2,674	1,000	2,695	1,000	2,140	2,140	1,000	1,000	1,000	2,442	1,000	1,000	1,000	1,000	2,674	1,000	2,695	35,569	
1,000	2,421	2,360	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,455	2,442	1,000	2,455	2,442	1,000	1,000	2,931	1,000	34,438	
1,000	1,000	2,360	1,000	1,000	1,000	2,695	1,000	1,000	2,674	1,000	1,000	1,000	2,442	1,000	1,000	2,442	1,000	1,000	1,000	1,000	29,612	
1,000	1,000	2,360	1,000	2,674	1,000	2,695	1,000	1,000	2,674	1,000	1,000	1,000	2,442	1,000	1,000	2,442	1,000	2,674	1,000	2,695	34,654	
1,000	1,000	1,000	1,000	2,674	1,000	2,695	1,000	1,000	2,674	1,000	1,000	1,000	2,769	1,000	2,241	1,000	1,000	2,674	1,000	1,000	31,726	
1,000	2,421	1,000	1,000	2,674	1,000	2,695	1,000	1,000	1,000	1,000	1,000	1,000	2,142	1,000	1,000	1,000	1,000	2,674	1,000	1,000	29,605	
1,000	2,421	1,000	1,000	1,000	1,000	1,000	1,000	1,000	1,000	2,887	1,000	2,455	2,142	1,000	2,455	1,000	1,000	1,000	2,241	1,000	30,602	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	1,000	1,000	2,455	2,769	1,000	2,455	2,769	1,000	1,000	2,931	1,000	35,465	
1,000	2,421	2,732	1,000	1,000	2,931	1,000	1,000	1,000	1,000	2,887	1,000	1,000	1,000	1,000	1,000	2,769	1,000	1,000	2,931	1,000	32,673	
1,000	1,000	2,360	1,000	2,674	1,000	2,695	2,750	1,000	1,000	1,000	2,445	1,000	1,000	1,000	1,000	2,442	1,000	1,000	2,124	1,000	32,489	

Variabel *Turnover Intention* (Y)

Successive Interval								
5	5	5	5	4	4	4	5	Total Y
5,878	1,000	3,520	1,000	4,442	4,442	1,000	4,565	25,847
5,878	5,995	5,667	5,778	4,442	3,575	5,988	4,565	41,888
4,021	5,995	5,667	5,778	4,442	3,575	4,878	4,565	38,921
4,021	5,995	5,907	5,778	4,442	3,575	4,878	5,566	40,162
4,490	5,566	5,907	5,778	5,665	4,442	4,567	5,566	41,981
4,490	5,566	5,667	4,490	5,665	4,442	5,898	4,567	40,785
4,490	5,566	5,667	4,490	5,665	4,442	5,898	4,567	40,785
4,021	5,566	5,998	4,490	3,593	4,442	5,898	4,567	38,575
4,334	3,998	5,998	4,490	3,593	4,593	5,898	4,567	37,471
4,334	5,556	5,998	4,490	4,490	4,593	4,334	4,567	38,362
4,127	5,556	5,998	4,490	4,880	4,593	4,334	4,567	38,545
4,127	5,140	5,778	5,778	4,880	4,593	4,334	4,567	39,197
4,127	5,140	5,778	4,882	4,880	2,931	4,334	5,998	38,070
2,750	3,853	5,778	4,882	4,880	2,931	5,998	5,998	37,070
2,750	3,853	5,998	2,785	4,880	5,998	5,998	5,998	38,260
5,950	5,950	5,998	2,732	4,880	5,998	2,931	4,445	38,885
5,950	5,950	2,732	4,324	4,880	5,998	2,931	4,445	37,211
5,950	2,421	5,950	4,324	5,031	5,031	5,031	4,445	38,183
2,931	5,950	5,950	4,324	4,775	5,950	5,031	4,445	39,356
2,931	2,421	5,950	4,324	4,775	5,950	5,031	5,667	37,049
4,442	2,421	5,950	5,120	4,775	5,950	5,031	5,667	39,356
4,442	2,421	5,950	5,120	4,775	4,775	5,031	5,667	38,181
4,442	4,442	5,950	5,120	4,775	4,775	5,031	5,031	39,566
4,442	4,442	5,950	2,732	4,775	5,950	5,031	5,031	38,353
5,590	2,853	5,950	5,120	5,031	5,031	5,998	5,031	40,604
5,590	3,853	3,853	3,853	5,031	5,031	5,998	5,998	39,208
4,442	3,853	5,590	4,556	5,031	5,031	5,998	4,774	39,275
4,442	3,853	5,590	5,453	5,031	5,031	5,998	4,774	40,172
4,442	3,853	3,853	5,453	5,031	5,950	5,998	4,774	39,354
4,442	3,853	3,853	5,453	5,031	5,950	4,774	5,998	39,355
4,442	3,853	3,853	5,453	4,775	5,950	4,775	5,998	39,100
5,498	5,498	3,853	4,775	4,775	5,950	2,931	5,998	39,279
5,498	3,853	3,853	4,775	4,556	5,950	4,774	5,031	38,291
5,498	3,853	5,950	4,775	4,556	5,950	3,998	2,695	37,275
4,556	3,853	5,950	4,775	4,775	4,775	3,998	5,098	37,780
5,498	3,853	5,950	4,775	4,775	4,490	4,490	5,098	38,929
5,498	4,556	5,950	4,775	4,490	4,490	5,490	5,098	40,347
5,498	5,490	4,360	4,775	4,490	4,490	5,490	3,887	38,480
5,490	5,490	4,360	4,775	4,490	3,932	5,490	3,887	37,914
5,490	4,445	4,360	5,490	4,490	4,490	3,887	5,098	37,750

LAMPIRAN

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Output Hasil Perhitungan SPSS 22.0

Uji Validitas

Variabel Lingkungan Kerja (X₁)

		Correlations												
		X1.1	X1.2	X1.3	X1.4	X1.5	X1.6	X1.7	X1.8	X1.9	X1.10	X1.11	X1.12	Total_X1
X1.1	Pearson Correlation	1	.642**	.181	.912**	.351*	.232	1.000**	.642**	.181	.728**	.840**	.722**	.775**
	Sig. (2-tailed)		.000	.264	.000	.026	.150	.000	.000	.264	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.2	Pearson Correlation	.642**	1	.423**	.560**	.637**	.361*	.642**	1.000**	.423**	.882**	.764**	.696**	.870**
	Sig. (2-tailed)	.000		.007	.000	.000	.022	.000	.000	.007	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.3	Pearson Correlation	.181	.423**	1	.170	.637**	.551**	.181	.423**	1.000**	.149	.484**	.760**	.656**
	Sig. (2-tailed)	.264	.007		.295	.000	.000	.264	.007	.000	.359	.002	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.4	Pearson Correlation	.912**	.560**	.170	1	.403**	.348*	.912**	.560**	.170	.646**	.757**	.662**	.744**
	Sig. (2-tailed)	.000	.000	.295		.010	.028	.000	.000	.295	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.5	Pearson Correlation	.351*	.637**	.637**	.403**	1	.617**	.351*	.637**	.637**	.546**	.452**	.676**	.778**
	Sig. (2-tailed)	.026	.000	.000	.010		.000	.026	.000	.000	.000	.003	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.6	Pearson Correlation	.232	.361*	.551**	.348*	.617**	1	.232	.361*	.551**	.401*	.187	.485**	.593**
	Sig. (2-tailed)	.150	.022	.000	.028	.000		.150	.022	.000	.010	.248	.002	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.7	Pearson Correlation	1.000**	.642**	.181	.912**	.351*	.232	1	.642**	.181	.728**	.840**	.722**	.775**
	Sig. (2-tailed)	.000	.000	.264	.000	.026	.150		.000	.264	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.8	Pearson Correlation	.642**	1.000**	.423**	.560**	.637**	.361*	.642**	1	.423**	.882**	.764**	.696**	.870**
	Sig. (2-tailed)	.000	.000	.007	.000	.000	.022	.000		.007	.000	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.9	Pearson Correlation	.181	.423**	1.000**	.170	.637**	.551**	.181	.423**	1	.149	.484**	.760**	.656**
	Sig. (2-tailed)	.264	.007	.000	.295	.000	.000	.264	.007		.359	.002	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.10	Pearson Correlation	.728**	.882**	.149	.646**	.546**	.401*	.728**	.882**	.149	1	.577**	.538**	.779**
	Sig. (2-tailed)	.000	.000	.359	.000	.000	.010	.000	.000	.359		.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.11	Pearson Correlation	.840**	.764**	.484**	.757**	.452**	.187	.840**	.764**	.484**	.577**	1	.859**	.845**
	Sig. (2-tailed)	.000	.000	.002	.000	.003	.248	.000	.000	.002	.000		.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
X1.12	Pearson Correlation	.722**	.696**	.760**	.662**	.676**	.485**	.722**	.696**	.760**	.538**	.859**	1	.921**
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.002	.000	.000	.000	.000	.000		.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40
Total_X1	Pearson Correlation	.775**	.870**	.656**	.744**	.778**	.593**	.775**	.870**	.656**	.779**	.845**	.921**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40	40	40	40	40

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

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

Variabel Kompensasi (X₂)

Correlations

		X2.1	X2.2	X2.3	X2.4	X2.5	X2.6	Total_X2
X2.1	Pearson Correlation	1	.704**	.340*	.921**	.318*	.207	.732**
	Sig. (2-tailed)		.000	.032	.000	.046	.200	.000
	N	40	40	40	40	40	40	40
X2.2	Pearson Correlation	.704**	1	.423**	.627**	.582**	.361*	.814**
	Sig. (2-tailed)	.000		.007	.000	.000	.022	.000
	N	40	40	40	40	40	40	40
X2.3	Pearson Correlation	.340*	.423**	1	.323*	.538**	.551**	.697**
	Sig. (2-tailed)	.032	.007		.042	.000	.000	.000
	N	40	40	40	40	40	40	40
X2.4	Pearson Correlation	.921**	.627**	.323*	1	.375*	.320*	.755**
	Sig. (2-tailed)	.000	.000	.042		.017	.044	.000
	N	40	40	40	40	40	40	40
X2.5	Pearson Correlation	.318*	.582**	.538**	.375*	1	.632**	.806**
	Sig. (2-tailed)	.046	.000	.000	.017		.000	.000
	N	40	40	40	40	40	40	40
X2.6	Pearson Correlation	.207	.361*	.551**	.320*	.632**	1	.704**
	Sig. (2-tailed)	.200	.022	.000	.044	.000		.000
	N	40	40	40	40	40	40	40
Total_X2	Pearson Correlation	.732**	.814**	.697**	.755**	.806**	.704**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40

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

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

Variabel Pengembangan Karir (X₃)

Correlations										
		X3.1	X3.2	X3.3	X3.4	X3.5	X3.6	X3.7	X3.8	Total_X3
X3.1	Pearson Correlation	1	.375*	.320*	.840**	.532**	.213	.577**	.757**	.733**
	Sig. (2-tailed)		.017	.044	.000	.000	.188	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
X3.2	Pearson Correlation	.375*	1	.632**	.373*	.625**	.626**	.577**	.428**	.797**
	Sig. (2-tailed)	.017		.000	.018	.000	.000	.000	.006	.000
	N	40	40	40	40	40	40	40	40	40
X3.3	Pearson Correlation	.320*	.632**	1	.232	.380*	.617**	.401*	.207	.647**
	Sig. (2-tailed)	.044	.000		.150	.016	.000	.010	.200	.000
	N	40	40	40	40	40	40	40	40	40
X3.4	Pearson Correlation	.840**	.373*	.232	1	.682**	.228	.728**	.912**	.790**
	Sig. (2-tailed)	.000	.018	.150		.000	.157	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
X3.5	Pearson Correlation	.532**	.625**	.380*	.682**	1	.361*	.937**	.748**	.866**
	Sig. (2-tailed)	.000	.000	.016	.000		.022	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
X3.6	Pearson Correlation	.213	.626**	.617**	.228	.361*	1	.205	.406**	.605**
	Sig. (2-tailed)	.188	.000	.000	.157	.022		.205	.009	.000
	N	40	40	40	40	40	40	40	40	40
X3.7	Pearson Correlation	.577**	.577**	.401*	.728**	.937**	.205	1	.646**	.836**
	Sig. (2-tailed)	.000	.000	.010	.000	.000	.205		.000	.000
	N	40	40	40	40	40	40	40	40	40
X3.8	Pearson Correlation	.757**	.428**	.207	.912**	.748**	.406**	.646**	1	.807**
	Sig. (2-tailed)	.000	.006	.200	.000	.000	.009	.000		.000
	N	40	40	40	40	40	40	40	40	40
Total_X3	Pearson Correlation	.733**	.797**	.647**	.790**	.866**	.605**	.836**	.807**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40

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

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

Variabel Retensi Karyawan (X₂)

Correlations

	X4.1	X4.2	X4.3	X4.4	X4.5	X4.6	X4.7	X4.8	X4.9	X4.10	X4.11	X4.12	X4.13	X4.14	X4.15	X4.16	X4.17	X4.18	X4.19	X4.20	X4.21	X4.22	Total_X4	
X4.1	Pearson Correlation	1	.452**	.408**	.921**	.532**	.213	.577**	.844**	.840**	.532**	.323	.921**	.375	.320	.921**	.375	.320	.840**	.532**	.213	.577**	.757**	.746**
	Sig. (2-tailed)		.003	.009	.000	.000	.188	.000	.000	.000	.000	.042	.000	.017	.044	.000	.017	.044	.000	.000	.188	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.2	Pearson Correlation	.452**	1	.647**	.403**	.592**	.621**	.546**	.452**	.351*	.592**	.637**	.403**	.967**	.617**	.403**	.967**	.617**	.351*	.592**	.621**	.546**	.403**	.809**
	Sig. (2-tailed)	.003		.000	.010	.000	.000	.000	.003	.026	.000	.000	.010	.000	.000	.010	.000	.000	.026	.000	.000	.000	.010	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.3	Pearson Correlation	.408**	.647**	1	.309	.331*	.593**	.354*	.281	.200	.331*	.659**	.309	.578**	.948**	.309	.578**	.948**	.200	.331*	.593**	.354*	.175	.655**
	Sig. (2-tailed)	.009	.000		.052	.037	.000	.025	.079	.216	.037	.000	.052	.000	.000	.052	.000	.000	.216	.037	.000	.025	.281	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.4	Pearson Correlation	.921**	.403**	.309	1	.600**	.219	.646**	.921**	.912**	.600**	.340	.921**	.207	.827**	.318	.207	.827**	.200	.600**	.219	.646**	.827**	.739**
	Sig. (2-tailed)	.000	.010	.052		.000	.174	.000	.000	.000	.000	.032	.000	.046	.000	.046	.000	.046	.200	.000	.174	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.5	Pearson Correlation	.532**	.592**	.331*	.600**	1	.361*	.937**	.672**	.682**	1.000**	.289	.600**	.625**	.380	.600**	.625**	.380	.682**	1.000**	.361*	.937**	.748**	.843**
	Sig. (2-tailed)	.000	.000	.037	.000		.022	.000	.000	.000	.000	.070	.000	.000	.016	.000	.000	.016	.000	.000	.022	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.6	Pearson Correlation	.213	.621**	.593**	.219	.361*	1	.205	.390*	.228	.361*	.915**	.219	.626**	.617**	.219	.626**	.617**	.228	.361*	1.000**	.205	.406**	.627**
	Sig. (2-tailed)	.188	.000	.000	.174	.022		.205	.013	.157	.022	.000	.174	.000	.000	.174	.000	.000	.157	.022	.000	.205	.009	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.7	Pearson Correlation	.577**	.546**	.354*	.646**	.937**	.205	1	.577**	.728**	.937**	.149	.646**	.577**	.401	.646**	.577**	.401	.728**	.937**	.205	1.000**	.646**	.812**
	Sig. (2-tailed)	.000	.000	.025	.000	.000	.205		.000	.000	.000	.359	.000	.000	.010	.000	.000	.010	.000	.000	.205	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.8	Pearson Correlation	.844**	.452**	.281	.921**	.672**	.390*	.577**	1	.840**	.672**	.484**	.757**	.375	.187	.757**	.375	.187	.840**	.672**	.390*	.577**	.921**	.764**
	Sig. (2-tailed)	.000	.003	.079	.000	.000	.013	.000		.000	.000	.002	.000	.017	.248	.000	.017	.248	.000	.000	.013	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.9	Pearson Correlation	.840**	.351*	.200	.912**	.682**	.228	.728**	.840**	1	.682**	.181	.912**	.373	.232	.912**	.373	.232	1.000**	.682**	.228	.728**	.912**	.765**
	Sig. (2-tailed)	.000	.026	.216	.000	.000	.157	.000	.000		.000	.264	.000	.018	.150	.000	.018	.150	.000	.000	.157	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.10	Pearson Correlation	.532**	.592**	.331*	.600**	1.000**	.361*	.937**	.672**	.682**	1	.289	.600**	.625**	.380	.600**	.625**	.380	.682**	1.000**	.361*	.937**	.748**	.843**
	Sig. (2-tailed)	.000	.000	.037	.000	.000	.022	.000	.000	.000		.070	.000	.000	.016	.000	.000	.016	.000	.000	.022	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.11	Pearson Correlation	.323	.637**	.659**	.340	.289	.915**	.149	.484**	.181	.289	1	.170	.538**	.551*	.170	.538**	.551*	.181	.289	.915**	.149	.340	.590**
	Sig. (2-tailed)	.042	.000	.000	.032	.070	.000	.359	.002	.264	.070		.295	.000	.000	.295	.000	.000	.264	.070	.000	.359	.032	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.12	Pearson Correlation	.921**	.403**	.309	.827**	.600**	.219	.646**	.757**	.912**	.600**	.170	1	.428	.348	1.000**	.428	.348	.912**	.600**	.219	.646**	.827**	.766**
	Sig. (2-tailed)	.000	.010	.052	.000	.000	.174	.000	.000	.000	.000	.295		.006	.028	.000	.006	.028	.000	.000	.174	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.13	Pearson Correlation	.375	.967**	.578**	.318	.625**	.626**	.577**	.375	.373	.625**	.538**	.428**	1	.632	.428**	1.000**	.632	.373	.625**	.626**	.577**	.428**	.807**
	Sig. (2-tailed)	.017	.000	.000	.046	.000	.000	.000	.017	.018	.000	.000	.006		.000	.006	.000	.000	.018	.000	.000	.000	.006	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.14	Pearson Correlation	.320	.617**	.948**	.207	.380	.617**	.401*	.187	.232	.380	.551*	.348	.632**	1	.348	.632**	1.000**	.232	.380	.617**	.401*	.207	.669**
	Sig. (2-tailed)	.044	.000	.000	.200	.016	.000	.010	.248	.150	.016	.000	.028	.000		.028	.000	.000	.150	.016	.000	.010	.200	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.15	Pearson Correlation	.921**	.403**	.309	.827**	.600**	.219	.646**	.757**	.912**	.600**	.170	1.000**	.428	.348	1	.428	.348	.912**	.600**	.219	.646**	.827**	.766**
	Sig. (2-tailed)	.000	.010	.052	.000	.000	.174	.000	.000	.000	.000	.295	.000	.006	.028		.006	.028	.000	.000	.174	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.16	Pearson Correlation	.375	.967**	.578**	.318	.625**	.626**	.577**	.375	.373	.625**	.538**	.428**	1.000**	.632	.428**	1	.632	.373	.625**	.626**	.577**	.428**	.807**
	Sig. (2-tailed)	.017	.000	.000	.046	.000	.000	.000	.017	.018	.000	.000	.006	.000	.000	.006		.000	.018	.000	.000	.000	.006	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.17	Pearson Correlation	.320	.617**	.948**	.207	.380	.617**	.401*	.187	.232	.380	.551*	.348	.632**	1.000**	.348	.632**	1	.232	.380	.617**	.401*	.207	.669**
	Sig. (2-tailed)	.044	.000	.000	.200	.016	.000	.010	.248	.150	.016	.000	.028	.000	.000	.028	.000		.150	.016	.000	.010	.200	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.18	Pearson Correlation	.840**	.351*	.200	.912**	.682**	.228	.728**	.840**	1.000**	.682**	.181	.912**	.373	.232	.912**	.373	.232	1	.682**	.228	.728**	.912**	.765**
	Sig. (2-tailed)	.000	.026	.216	.000	.000	.157	.000	.000	.000	.000	.264	.000	.018	.150	.000	.018	.150		.000	.157	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.19	Pearson Correlation	.532**	.592**	.331*	.600**	1.000**	.361*	.937**	.672**	.682**	1.000**	.289	.600**	.625**	.380	.600**	.625**	.380	.682**	1	.361*	.937**	.748**	.843**
	Sig. (2-tailed)	.000	.000	.037	.000	.000	.022	.000	.000	.000	.000	.070	.000	.000	.016	.000	.000	.016	.000		.022	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.20	Pearson Correlation	.213	.621**	.593**	.219	.361*	1.000**	.205	.390*	.228	.361*	.915**	.219	.626**	.617**	.219	.626**	.617**	.228	.361*	1	.205	.406**	.627**
	Sig. (2-tailed)	.188	.000	.000	.174	.022	.000	.205	.013	.157	.022	.000	.174	.000	.000	.174	.000	.000	.157	.022	.000	.205	.009	.000
	N	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40	40
X4.21	Pearson Correlation	.577**	.546**	.354*	.646**	.937**	.																	

Variabel Turnover Intention (Y)

Correlations

		Y1	Y2	Y3	Y4	Y5	Y6	Y7	Y8	Total_Y
Y1	Pearson Correlation	1	.452**	.408**	.921**	.532**	.213	.577**	.844**	.792**
	Sig. (2-tailed)		.003	.009	.000	.000	.188	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
Y2	Pearson Correlation	.452**	1	.647**	.403**	.592**	.621**	.546**	.452**	.805**
	Sig. (2-tailed)	.003		.000	.010	.000	.000	.000	.003	.000
	N	40	40	40	40	40	40	40	40	40
Y3	Pearson Correlation	.408**	.647**	1	.309	.331*	.593**	.354*	.281	.666**
	Sig. (2-tailed)	.009	.000		.052	.037	.000	.025	.079	.000
	N	40	40	40	40	40	40	40	40	40
Y4	Pearson Correlation	.921**	.403**	.309	1	.600**	.219	.646**	.921**	.797**
	Sig. (2-tailed)	.000	.010	.052		.000	.174	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
Y5	Pearson Correlation	.532**	.592**	.331*	.600**	1	.361*	.937**	.672**	.824**
	Sig. (2-tailed)	.000	.000	.037	.000		.022	.000	.000	.000
	N	40	40	40	40	40	40	40	40	40
Y6	Pearson Correlation	.213	.621**	.593**	.219	.361*	1	.205	.390*	.594**
	Sig. (2-tailed)	.188	.000	.000	.174	.022		.205	.013	.000
	N	40	40	40	40	40	40	40	40	40
Y7	Pearson Correlation	.577**	.546**	.354*	.646**	.937**	.205	1	.577**	.796**
	Sig. (2-tailed)	.000	.000	.025	.000	.000	.205		.000	.000
	N	40	40	40	40	40	40	40	40	40
Y8	Pearson Correlation	.844**	.452**	.281	.921**	.672**	.390*	.577**	1	.815**
	Sig. (2-tailed)	.000	.003	.079	.000	.000	.013	.000		.000
	N	40	40	40	40	40	40	40	40	40
Total_Y	Pearson Correlation	.792**	.805**	.666**	.797**	.824**	.594**	.796**	.815**	1
	Sig. (2-tailed)	.000	.000	.000	.000	.000	.000	.000	.000	
	N	40	40	40	40	40	40	40	40	40

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

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

Uji Reliabilitas

Variabel Lingkungan Kerja (X_1)

Reliability Statistics

Cronbach's Alpha	N of Items
.936	12

Variabel Kompensasi (X_2)

Reliability Statistics

Cronbach's Alpha	N of Items
.840	6

Variabel Pengembangan Karir (X_3)

Reliability Statistics

Cronbach's Alpha	N of Items
.890	8

Variabel Retensi Karyawan (X_4)

Reliability Statistics

Cronbach's Alpha	N of Items
.961	22

Variabel *Turnover Intention* (Y)

Reliability Statistics

Cronbach's Alpha	N of Items
.891	8

Analisis Deskriptif

Variabel Lingkungan Kerja (X_1)

Descriptive Statistics								
	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Lingkungan Kerja	40	43	60	2002	50.05	.646	4.088	16.715
Valid N (listwise)	40							

Variabel Kompensasi (X_2)

Descriptive Statistics								
	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Kompensasi	40	21	30	1002	25.05	.326	2.062	4.254
Valid N (listwise)	40							

Variabel Pengembangan Karir (X_3)

Descriptive Statistics								
	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Pengembangan Karir	40	29	40	1336	33.40	.420	2.658	7.067
Valid N (listwise)	40							

Variabel Retensi Karyawan (X_4)

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
Retensi Karyawan Valid N (listwise)	40	79	110	3674	91.85	1.156	7.312	53.464

Variabel *Turnover Intention* (Y)

Descriptive Statistics

	N	Minimum	Maximum	Sum	Mean		Std. Deviation	Variance
	Statistic	Statistic	Statistic	Statistic	Statistic	Std. Error	Statistic	Statistic
<i>Turnover Intention</i> Valid N (listwise)	40	29	40	1340	33.50	.430	2.717	7.385

Uji Normalitas

One-Sample Kolmogorov-Smirnov Test

		Unstandardized Residual
N		40
Normal Parameters ^{a,b}	Mean	.0000000
	Std. Deviation	482.93391283
Most Extreme Differences	Absolute	.089
	Positive	.065
	Negative	-.089
Test Statistic		.089
Asymp. Sig. (2-tailed)		.200 ^{c,d}

- a. Test distribution is Normal.
 b. Calculated from data.
 c. Lilliefors Significance Correction.
 d. This is a lower bound of the true significance.

Uji Multikolinieritas

Coefficients^a

		Unstandardized Coefficients		Standardized Coefficients	t	Sig.	Collinearity Statistics	
		B	Std. Error	Beta			Tolerance	VIF
1	(Constant)	45573.977	485.875		93.798	.000		
	Lingkungan Kerja	-.704	.099	-.434	-7.099	.000	.309	3.232
	Kompensasi	-.757	.059	-.809	-12.834	.000	.292	3.428
	Pengembangan Karir	-.365	.063	-.418	-5.757	.000	.220	4.548
	Retensi Karyawan	-.157	.066	-.111	-2.376	.023	.528	1.896

a. Dependent Variable: Total_Y

Uji Regresi Linier Berganda

Coefficients ^a					
Model		Unstandardized Coefficients		Standardized Coefficients	Sig.
		B	Std. Error	Beta	
1	(Constant)	45573.977	485.875		.000
	Lingkungan Kerja	-.704	.099	-.434	.000
	Kompensasi	-.757	.059	-.809	.000
	Pengembangan Karir	-.365	.063	-.418	.000
	Retensi Karyawan	-.157	.066	-.111	.023

a. Dependent Variable: Turnover Intention

Uji Koefisien Determinasi

Model Summary				
Model	R	R Square	Adjusted R Square	Std. Error of the Estimate
1	.980 ^a	.959	.955	509.784

a. Predictors: (Constant), Lingkungan Kerja, Kompensasi, Pengembangan Karir, Retensi Karyawan

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Uji Simultan (Uji F)

ANOVA^a

Model		Sum of Squares	df	Mean Square	F	Sig.
1	Regression	215227228.998	4	53806807.249	207.045	.000 ^b
	Residual	9095781.402	35	259879.469		
	Total	224323010.400	39			

a. Dependent Variable: Turnover Intention

b. Predictors: (Constant), Lingkungan Kerja, Kompensasi, Pengembangan Karir, Retensi Karyawan

Uji Parsial (Uji T)

Coefficients^a

Model		Unstandardized Coefficients		Standardized Coefficients	t	Sig.
		B	Std. Error	Beta		
1	(Constant)	45573.977	485.875		93.798	.000
	Lingkungan Kerja	-.704	.099	-.434	-7.099	.000
	Kompensasi	-.757	.059	-.809	-12.834	.000
	Pengembangan Karir	-.365	.063	-.418	-5.757	.000
	Retensi Karyawan	-.157	.066	-.111	-2.376	.023

a. Dependent Variable: Turnover Intention

R_{tabel} 40 responden

df = (N-2)	Tingkat signifikansi untuk uji satu arah				
	0.05	0.025	0.01	0.005	0.0005
	Tingkat signifikansi untuk uji dua arah				
	0.1	0.05	0.02	0.01	0.001
1	0.9877	0.9969	0.9995	0.9999	1.0000
2	0.9000	0.9500	0.9800	0.9900	0.9990
3	0.8054	0.8783	0.9343	0.9587	0.9911

4	0.7293	0.8114	0.8822	0.9172	0.9741
5	0.6694	0.7545	0.8329	0.8745	0.9509
6	0.6215	0.7067	0.7887	0.8343	0.9249
7	0.5822	0.6664	0.7498	0.7977	0.8983
8	0.5494	0.6319	0.7155	0.7646	0.8721
9	0.5214	0.6021	0.6851	0.7348	0.8470
10	0.4973	0.5760	0.6581	0.7079	0.8233
11	0.4762	0.5529	0.6339	0.6835	0.8010
12	0.4575	0.5324	0.6120	0.6614	0.7800
13	0.4409	0.5140	0.5923	0.6411	0.7604
14	0.4259	0.4973	0.5742	0.6226	0.7419
15	0.4124	0.4821	0.5577	0.6055	0.7247
16	0.4000	0.4683	0.5425	0.5897	0.7084
17	0.3887	0.4555	0.5285	0.5751	0.6932
18	0.3783	0.4438	0.5155	0.5614	0.6788
19	0.3687	0.4329	0.5034	0.5487	0.6652
20	0.3598	0.4227	0.4921	0.5368	0.6524
21	0.3515	0.4132	0.4815	0.5256	0.6402
22	0.3438	0.4044	0.4716	0.5151	0.6287
23	0.3365	0.3961	0.4622	0.5052	0.6178
24	0.3297	0.3882	0.4534	0.4958	0.6074
25	0.3233	0.3809	0.4451	0.4869	0.5974
26	0.3172	0.3739	0.4372	0.4785	0.5880
27	0.3115	0.3673	0.4297	0.4705	0.5790
28	0.3061	0.3610	0.4226	0.4629	0.5703
29	0.3009	0.3550	0.4158	0.4556	0.5620
30	0.2960	0.3494	0.4093	0.4487	0.5541
31	0.2913	0.3440	0.4032	0.4421	0.5465
32	0.2869	0.3388	0.3972	0.4357	0.5392
33	0.2826	0.3338	0.3916	0.4296	0.5322
34	0.2785	0.3291	0.3862	0.4238	0.5254
35	0.2746	0.3246	0.3810	0.4182	0.5189

36	0.2709	0.3202	0.3760	0.4128	0.5126
37	0.2673	0.3160	0.3712	0.4076	0.5066
38	0.2638	0.3120	0.3665	0.4026	0.5007
39	0.2605	0.3081	0.3621	0.3978	0.4950
40	0.2573	0.3044	0.3578	0.3932	0.4896
41	0.2542	0.3008	0.3536	0.3887	0.4843
42	0.2512	0.2973	0.3496	0.3843	0.4791
43	0.2483	0.2940	0.3457	0.3801	0.4742
44	0.2455	0.2907	0.3420	0.3761	0.4694
45	0.2429	0.2876	0.3384	0.3721	0.4647
46	0.2403	0.2845	0.3348	0.3683	0.4601

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Riwayat Hidup Penulis

DAFTAR RIWAYAT HIDUP

1. Nama : Muhammad Aksha Nur Ibrahim
2. Tempat, Tanggal Lahir : Kuningan, 16 Februari 2002
3. Jenis Kelamin : Laki-laki
4. Suku/Bangsa : Indonesia
5. Agama :Islam
6. Alamat : Jln. Cut Nyak Dhien Gg. H. Durahim
Rt.07/Rw.08 Lingk. Ciketug Kel. Winduhaji
Kec/Kab.Kuningan 45516
7. Nama Orang Tua
 - a. Ayah : Rusmadi
 - b. Ibu : Yayat Maryati
8. Riwayat Pendidikan
 - a. 2007-2013 :SDN 3 Winduhaji
 - b. 2013-2016 :SMPN 2 Kuningan
 - c. 2017-2020 : SMAN 1 Kuningan